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Tri-Conference Report

See Pages 3 & 14

CSEA Files More Than 40 Grievances With State Thruway Authority

ALBANY-A list of grievances affecting employees of the state Thruway Authority from New York City to Buffalo were presented last week to Authority officials by represenatives of the 165,000 member Civil Service Employees Assn.

hruway personnel.

icted by Edward R. Jones, diector of Administrative Services

orking at various locations along assistant.

The grievances were filed on the super-highway throughout the half of both individuals and State, including Joseph C. Sykes, roups of employees, a CSEA chairman; Frank Lewis, George filicial said, adding that many Zupko, representing Eugene Bernthe protests directly affect all stein, Jack Gallagher and Vito Dandreano. Shirley Lacy, first The more than 40 grievances vice president of the Western pers presented at a hearing con- Thruway Employees chaper of CSEA also attended.

CSEA professional staff at the r the Thruway, at the Author- meeting was headed by Joseph D. h's headquarters in nearby Els- Lochner, executive director. Other staff members included John Carey, associate program spe-Representing CSEA were mem- cialist; Emmanuel Vitale, collecers of that organization's Spe- tive bargaining specialist; Mrs. ial Thruway Committee, which Mary Blair, program specialist, composed of Thruway employees and John Hart, public relations

PERB Sets Hearing June 12

CSEA Renews Denial On Any Responsibility For Narch Walkout By Aides

ALBANY-The Civil Service Employees Assn. last Friday again denied any responsibility for employee walkouts at three New York City area State hospitals last March, and, at the same time, pointed out that it had done all in its power to stop the walkouts from the outset and prevent them from spreading.

A CSEA official declared that any strike which may have occurred was unauthorized and contrary to policies of the Association. "When we learned of the possibility of the walkouts, we immediately used every resource at our command to prevent them," the official added.

In last Friday's formal answer reaffirming its denial of the responsibility to the charges by the Council for the State Public Employment Relations Board that it The CSEA leader did note, howcited by unauthorized persons.

CSEA submitted its official reply to the PERB charges, preparatory to a June 12 hearing called whether the organization was responsible for any work stoppages.

Conduct 'Beyond Reproach'

Dr. Theodore C. Wenzl, CSEA president, said, "We are still uncertain as to the allegation upon which the PERB bases the need for this hearing, but we know them to be wholly unfounded. CSEA's conduct in these shortlived walkouts was beyond reproach and in direct accord with S TATE troopers are being urged to wire Governor our status as a responsible public employee organization. We will be fully prepared to refute any allegations to the contrary."

CSEA And Mental Hygiene Join Hands On Study To Advance Aides' Careers

ALBANY-The Civil Service Employees Assn. anonunced last Friday it wil join with he New York State Department of Mental Hygiene in a large-scale study to improve workng conditions and advancement possibilities for thousands of employees in State mental

CSEA participation in the proram is in answer to a direct initation from State Mental Hyiene officials, according to Dr. heodore C. Wenzl, president of 185,000-member organization, noted in his acceptance that our organization through the tars has become increasingly ware of the seemingly chronic ersonnel deficiencies within your gency, particularly in regard to basic level of patient care." In announcing the involvement CSEA, recognized as official

rogram Set For NYC Chapter's inneard Wikshan

arrangements have been impleted for a workshop at the oncord Hotel June 9 and 10 hich is being sponsored by the York City chapter of the vil Service Employees Assn. and hich will feature a testimonial Solomon Bendet, chairman of CSEA Salary Committee.

The program will feature semars on labor relations, health surance and retirement bene-

Major speakers are Comptrol-Arthur Levitt and Richard E. te Insurance Department.

group is prepared to submit research data compiled over many years showing conclusively that the greatest deterrent to adequate

Bulletin

A meeting between State Budget Director T. Norman Hurd and representatives of the Civil Service Employees Assn. has definitely been scheduled for June 7 in Albany, it was learned at Leader

Association officials pressed for the session after widespread rumes that extensive budget cuts were planned for the Department of Mental Hygiene and other State

A CSEA spokesman said "our organization intends to fight fiercely to prevent any budget cuts that will result in inadequate services to the people of this State and that will affect the working standards of State workers."

mental patient care is inadequate staffing at the patient care level Of "Great Interest"

"Certainly," Wenzl pointed out, "any program to improve career wart, superintendent of the opportunities for nursing and attendant personnel, thereby enab-

bargaining agent for almost all ling the Department to attract State employees under the Taylor and retail the caliber of employees Law procedures, Wenzl said his and the number of employees necessary to properly care for the patient is of great interest to us."

Elaborating on the adverse personal affect of understaffing in mental institutions, Wenzl stressed particularly the increasing instances in recent years of so-called "out of title" work whereby employees responsible for the care of patients in wards filled to capacity are regularly assigned duties other than their own, such as clerical jobs.

Thus, the CSEA chief said, whereas an institution's personnel roster may show an adequate number of ward attendants on the payroll, this does not necessarily mean they are serving where needed, in the wards. Too frequently, they are found working instead in a full-time capacity in other jobs where recruitment problems exist, Wenzl said.

CSEA Awareness

CSEA awareness of understanding and recruitment problems in the Department of Mental Hygiene stems from a long-standing close contact with thousands of employees in the rank and file patient care category, according to Wenzl, noted that an official 1967 tally shows that 19,877 out of a total of 24,000 in the agencies (Continued on Page 16)

Patrolman Has A Friend At Manhattan State

Patrolman James Mullins may be uncertain if he really does have a friend at Chase Manhattan but he certainly has one at Manhattan State (Hospital, that is) in Mrs. Cleo Patra Ransom.

As a matter of fact, Mrs. Ransom has had a bone to pick with Police Commissioner Howard J. Leary over Patrolman Mullins. is the owner of two poodles. Patromlan Mullins went one block off his post on April 2 to free a dog locked for hours in a car. Mrs. Ransom feels Mullins should get a citation. The Police Department feels he should be suspended for four days.

To show how strongly she felt about the matter, Mrs. Ransom delivered a petition with 165 signatures protesting the disciplinary action to Commissioner Leary. The last word was that Mullins' suspension was upheld - but he'll have the affections of the City's dog lovers from now on.

Pass your Leader on to a non-

had violated the strike provisions ever, that any walkout could be of the Taylor Law, CSEA noted attributed, in part, to frustration that efforts by the Association to and unrest caused by a PERB orprevent the alleged "strike" and der banning negotiations between stop them from spreading were the State and CSEA, the recogsuccessful and that the trouble- nized bargaining agent for virtusome situations were caused or in- ally all State employees, and a lengthy court battle which followed. Negotiations finally renewed in mid-March after the Court of Appeals, the State's highest by the State Board to determine court, agreed to a lower court edict vacating the PERB order.

Troopers Urged To Wire Governor On 20-Yr. Retirement

Rockefeller immediately, asking his approval of a measure passed by the Legislature which would give members of the State police a 20-year retirement bene-

The telegram activity was instigated by the Civil Service Employees Assn. and the State Police Benevolent Assn., joint sponsors of the legislation. Numbers on the bill are Senate 4739 and Assembly 6150.

Legislature sponsors for the retirement plan were Sen. John Flynn and Assemblyman Ronald Stafford.

Repeat This!

Civil Service Vote Can Provide Edge President Race

VALIFORNIA and New York are two of the most important states in the country for any Presidential candidate to win in the national race

(Continued on Page 2)

Miss Cannell Named

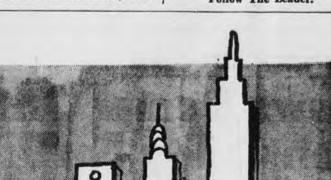
BUFFALO - Mary G. Cannell, president of Buffalo chapter, Civil Service Employees Assn., has been appointed to the Statewide Resolutions committee of the CSEA.

Dr. Theodore C. Wenzl, CSEA

president, made the appointment.

Miss Cannell, who works in the Gen. Donovan State Office Bldg., in Buffalo, has been active for many years in the Buffalo chapter.

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ADDRESS.....

HIP President Speaks

One class of medical care for all persons, regardless of income, was urged by James Brindle, president of the Health Insurance Plan of Greater New York (H.I.P.) at the Annual Health Conference of the New York Academy of Medicine April 25 and 26.

"Heavy financing, as well as courageous facing up to public responsibility in New York City, has the potential for drastically altering the system of providing medical services not just to the needy but to all citizens," Brindle

HDA Positions Made

The City has established 16 new titles for the Housing and Development Administration. Titles in the new superagency include eight assistant administrator positions at \$23,000 to \$25,000 and eight deputy commissioner positions at \$19,000 to \$25,000.

Memorial Service

Shavuoth Services will be held at the Civil Center Synagogue, 49 White St., Manhattan, on Monday, June 3, the second day of the holiday.

Memorial (Yiskor) Prayers will be held between the hours of 8 a.m. and 2 p.m.

The Memorial Prayer committee is headed by George Krieger, president of the synagogue.

Your Public

Relations IO

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,

Humor-The Best Pipe Line

IN ESTABLISHING a clear, uncluttered communications pipe line between a government agency and its publics, there's nothing like a deft touch of humor to project a message and make it stick.

THE NASSAU County Department of Public Works uses this effective technique in its many publications to deliver the numerous messages necessary both to obtain citizen cooperation and to make life less complicated for the cash customers—the taxpayers.

IN THESE days of social revolution and rising taxes, there isn't much to smile about for the taxpayer. This is but one reason why that touch of humor is important. And remember, we said "touch of humor." The touch has to be delicate. If the communication crosses the line into outright comedy, it loses its effect.

IT TAKES an expert in government public information to apply just the right words of light humor. We liked everything about the four leaflets issued by the Nassau County Department of Public Works. But most of all, we were pleased that the writing was first rate and the humor never got in the way of the message.

BOTH Commissioner Herbert J. Simins and the department's public information director, James A. Gray, are obviously aware that government is serious business, but it doesn't always have to be formal, solemn, wordy and forebod-

THE IDEA of this type of public relations communication is to put the taxpayer into a receptive frame of mind and gently turn him into a good natured, willing partner of government, rather than an abrasive antagonist.

FOR EXAMPLE, the department's leaflet, "Are you giving aid and comfort to aedes sollicitans and pipiens?" does triple duty.

IT WARNS against two types of pesky mosquitoes found in Nassau County, informs taxpayers what the county is doing to guard against a "mosquito population explosion, and finally offers seven handy tips to residents on how they can cooperate to prevent "water that is stagnant (which) can mean mosquitoes that are pregnant."

HOW DO you win the good will and patient forebearance of tens of thousands of the county's residents, all of whom are currently being inconvenienced at their front doors by construction of sewers which cannot become operative until 1971?

ANSWER: With an attractive, comparatively inexpensive leaflet provocatively entitled, "Is Pure Water worth a few weeks of inconvenience?"

IN LANGUAGE as simple, in formative and as honest as vocabulary permits, the Nassau County sewer story is told. The humorous touch is in recalling for ex-city dwellers that sewers can be used as home base in a street stickball game, and the suggestion that for

(Continued on Page 8)

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Don't Repeat (Confinued from Page 1)

this Fall because of the large number of electoral votes both states can deliver. Each of these two states has a high percentage of public employees and it can be easily projected that a solid civil service vote for any one particular candidate could do much to deliver those states' electoral

In New York State, for instance. the civil service voting population amounts to nearly 20 per cent of the electorate—and that is a conservative estimate because the employee family vote has grown since our first calculation some years ago. By any terms, this is a sizable "voting bloc" and could provide the winning margin for either the Republican or Democratic Presidential candidate in this State. We have illustrated in previous columns how strong support from civil service groups has helped elect men to everything here from the Governor's office to local elective positions. There is every reason to believe this kind of support could be exerted-and be effective—in a national race, too.

In The Nation

as the most populous state in the | 17 now more than \$51 billion.

Union and also in its public employee population. Civil servants are well organized there, too, and like their counterparts in New York have begun to show their strength via the ballot box.

Candidates have to be nominated first, of course, but once the stage is set for the Presidential contest, the candidate who fails to woo the civil service may be making the mistake of his life. A public plank should be, therefore, a must in the platform of the Democratic and Republican candi-

In addition to the two states mentioned, it should be noted also that Ohio, Michigan, Oregon, Washington, Utah, Idaho and all the New England States have highly active public employee organizations. That should be enough notice to send any candidate to work on speeches concerning the future welfare of government service workers. That's just the kind of homework that might make it possible to win the big exam next Fall on gaining entrance for four years to the White House.

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- Robert Dailey, sales repersentative of the youp Health Insurance (GHI) program and former president of Division of Employment chapter, Civil Service Employees Assn., sions. Bert Galvin, of the State gond from left, receives a gift from John LoMonaco, his successor a dinner last week honoring the new officers of the chapter and alley for his service to the chapter. Looking on, left, is Mrs. Dailey hile Thomas Lupocello, supervising field representative of the tate Association, is at right.

Tri-Conference Workshop Panalists Discuss Negotiations & Insurance; Shemin, Booth Dinner Speakers

SACKETT LAKE-Negotiation procedures, health insurance, civil rights, labor relations and reclassification and reallocation were among the topics discussed recently at the annual Tri-Conference meeting of the Ci vil Service Employees Assn. here.

Some 300 delegates and members of the Metropolitan, Southern and Long Island

Conferences attended the threeday session at the Laurels Hotel.

In addition, representatives of the State Employees' Blood Program, the Community Blood Center of Greater New York and various health insurance programs described their services to delegates.

The session opened Monday, May 27 with concurrent sessions by the State and County Divi-Division of Compensation and Classification was the speaker at the State session with Nicholas Puzziferri, president of the South-

Galvin explained the differences between reclassification and reallocation and the methods of initiating these appeals.

The County Division session, moderated by Irving Flaumenbaum, president of the Long Island Conference, heard Irving Shapiro, labor consultant, advise worskhop participants in the proper method of handling public employee contract talks; how and when to declare impasses and the differences between factfinding, bind arbitration and other collective bargaining procedures.

The afternoon session, moderated by Randolph V. Jacobs, president of the Metropolitan Conference, heard Charles G. Wolz, director of health insurance for the New York State Civil Service Department discuss the various plans and options available to State employees. Woiz also discussed the benefits available to State employees under the Employees Blood Program which the Civil Service Department administers.

A recruitment booth on the blood program was set up by the department and the New York Blood Center and staffed by Mrs. Grace Nulty and Joan D. Maier. Mrs. Nulty is coordinator of the while Miss Maier is the coordina-Arthur L. Cramer, supervisor of tor of donor services for the centions and legislative committees.

She resigned her chairmanships when she was appointed to the blood program post.

Commissioner William Booth of the New York City Commission on Human Relations was the principle speaker at the opening night banquet. Toastmaster for the occasion was Joseph Roulier, director of public relations for the Statewide Employees Association

Commissioner Booth described the advances made in race relations over the past few years and explained the reasons behind riots and disorders which have been hitting American cities in the recent past. He also lashed out at laws which he termed "Systemic discrimination."

"These", he said, 'are those laws which inflict a hardship upon the poor while giving advantage to persons of means."

"Systemic discrimination occurs in politics, welfare, employment and other fields, too," he noted.

The concluding night's session heard Henry Shemin, former Labor Commissioner of the City of New York and former chairman of the CSEA's resolutions committee, discuss modern labor relations in the field of public service. He outlined the pros and cons of a number of solutions advocated by students of government and its labor relations.

"These," he noted, 'range from compulsory arbitration and labor courts to limited strikes and voluntary arbitration."

Shemin traced the history of modern labor relations in public employment from President John F. Kennedy's Executive Order 1098 to the present and cited the advances of such large states as New York, Wisconsin, California and Michigan.

He also pointed out that it not been for the City of Memphis paying such low salaries as \$1.70 an hour for its sanitationmen, a great man would be alive today-Dr. Martin Luther King."

Toastmaster for the closing night's banquet was John Carter Rice, CSEA associate counsel.

OGS Chapter Installs June 15

ALBANY-The Office of General (OGS) chapter of the Civil Service Employees Assn. will in stall officers at a dinner on Saturday, June 15.

The affair will begin at 5:30 p.m. at Panetta's Restaurant in Menands, near Albany, according to the dinner chairman, Douglas Barr. New officers voted into office during the recent annual spring election, will assume their duties that evening.

Gilbert Appointed

Governor Rockefeller has sent to the Senate for confirmation the nomination of William Gilbert of Rye Town, Westchester County, as a member of the Passenger Tramway Advisory Council.

a re he was contained for the standard following the dis-

Five State Dept. Aides Honored For Suggestion Plan Participation

ALBANY-Five employees of the Albany office of the Department of State received erit Awards in the Employee Suggestion Program, conducted by the State as the deartment moved into first place for the first quarter of 1968.

The five, who will share a total of \$85, are: Linda A. Romanski, Louise M. Cibulas,

taking

oslyn Cohen, Hyman Ikler and

Secretary of State John P. menzo recently presented the nners with their certificates of erit and award money. He ted that many changes in dertmental procedure had evolved m the suggestion program.

Four of the employees suggested provements in the Department State's licensing process.

Mrs. Cibulas suggested that the stificate of Licensed Barbers be epared as a separate form to ellitate the filing of barber exination applications.

Mrs. Cohen suggested that the metology application form be tised to advise applicants of the

importance

promptly.

A form letter, which will be used in both the barber program and for beauty operators, was designed in developing better work procedaised the five recipients and by Miss Romanski. She was commended for her interest in promoting economy.

> Ikler, supervisor of the Notary Public Unit, suggested an improvement in the file "out cards" used in certain sections of the Division of Licensing Services, which planning, is chairman of the pro- chairman of the CSEA's resoludoubles the useful life of the gram.

Klett suggested a way to improve the controls on form letters. He was commended for his interest ures in the State.

It was the first time in the history of the Department that four Downstate New York program for members of the same unit received the Civil Service Department simultaneous awards.

administrative and computer ter. Mrs. Nulty is the former



ASSEMBLING -Civil Service Employees Assn. Delegates from the Social Services Department, met with Assemblyman Benjamin Gilman ces of an election supervisor of the 95th Assembly district in Albany recently. They discussed local institution problems. Pic-

tured above seated left to right are Vito Masi, Goshen Anney; Assemblyman Gilman; Issy Tessler, New Hampton Training School. Standing, left to right are Frank Vignola, Otisville Training School; Olin Benedict, New Hampton Training School and Joe Fox, Otisville Training School.

lleran Memorial elects Raymond

ALBANY-Four incumbents and new member were voted into e in recent annual elections by the George T. Gilleran morial, Department of Transtation, chapter of the Civil vice Employees Assn. at the te Campus.

chapter balloting was Aue in that official voting males were used. John Raymond, was re-elected president, said as the first time voting maes were used in an Albany chapter election. Others rested were Albert Pagano, first president; George Marra, nd vice president, and James Carmody, treasurer. Taking offor the first time is Ann Samwho will serve as secretary. peed and efficiency marked the ag, Raymond said. Two offivoting machines were rented the Schenectady County id of Elections, along with the four board members.

the melecular acceptable

Eligibles on State and County

PSYCHIATRIC ATTENDANT (Continued from previous Issue)	310 Barr H Ogdensburg 87 311 Pesarek V Lyons 87 312 Gilbridge D Nunda 87
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302 Bond C Fayette	320 Story M. Gowanda87
803 Eason N Wingdale	321 Barone M Deed Pk87
804 Churchman Y New Hartford 87.6	322 Craven M Selden
805 Bertran P St James 87.6	323 Shaver E Marcellus87
806 Oakley L Bx	324 Shoemaker N Kirkwood87
807 Maresca D Centereach 87.6	325 Kerns E Hauppauge87
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(Continued on Page 10)

Where to Apply For Public Jobs

The following airections tell where to apply for public jour and how to reach destinations to New York City on the transit

NEW FORK CITY-The applications Section of the New York City Department of Personnel is located at 49 Thomas St., New York, NY. 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 a.m. to 5 p.m., except Thursday rem 8:30 a.m. to 5:30 p.m., and Sturday 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.

Maned requests for application blanks must include a stamped, self-addressed business-size eq. velope 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 examnation announcement.

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

STATE

STATE-Room 1100 at 270 Broadway, New York, N.Y. 10007, corner of Chambers St., telephone 488-6606: Governor Alfred E Smith State Office Building and The State Campus, Albany; Suite 750. Genesse Building 1 West Genesee St.; State Office Building, Syracuse; and 500 Midtown Tower, Rochester, (Wednesday only).

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

FEDERAL

FEDERAL - Second U.S. Civil Service Region Office, News Building, 220 East 42nd Street (at 2nd Ave.), New York, N.Y. 10017, just west of the United Nations build ing. Take the IRT Lexington Ave Line to Grand Central and wa 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 stor

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

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

ADMINISTRATIVE **ASSOCIATE**

Applications Open June 5 — Examination

A delehanty team of experts, supplemented by guest lecturers in specialized areas, will provide the finest quality of preparation for this high-level position. The lecturers will include:

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Administration; budget techniques; governmental operations; graph interpretation; quantitative reasoning; office management and operations; reading comprehension and interpretation; supervision; training; work methods; and other related areas.

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AIR-CONDITIONED CLASSROOMS

DELEHANTY INSTITUTE

Patrolman, Police Trainee Exam Opens This Week; Filing Will Close June 25

Filing opens tomorow, Wednesday, June 5, for the July 20 examination for patrolman and police trainee, according to the New York City Department of Personnel which administers the examination.

Appointments will be made to both titles from a single eligible list depending upon

the age of the eligible. Should a candidate be under age for patrolman, he will be appointed, as He will then become a patrolman years. on his 21st birthday as long as ical examination.

until he reaches the patrolman to six years) from their actual age.

20th CENTURY-FOX Prese

level. Patrolmen start at \$7,932 a year and increase to \$9,383 after needed, to police trainee positions. becoming first grade in three the Department of Personnel, 49

Candidates for the examination his trainee period has been satis- must be at least 16 years of age factory and he has passed a med- on the date of the written test and shall not have passed their Trainees start at \$4,000 a year 29th birthday after having deductwith an increment of \$240 a year ed time spent in the military (up

Filing will close on June 25. All applications must be filed with Thomas St., New York, NY. 10013. from that office or at libraries in New York City, White Plains, Mount Vernon or New Rochelle.

While there is no residence requirement for testing, all successful candidates must reside in New York City, Nassau, Westchester, Suffolk, Orange, Rockland, or Putnam Counties before appoint-

Lunch Managers Sought By City; Filing Closes June 28

Applications are being accepted until June 28 for an open competitive examination for school lunch manager in New York City's high schools and junior high schools. This position pays from \$6,050 to \$7,490 a year

Candidates must have a bachelor's degree with major studies in foods, nutrition, hotel administration or related fields or have completed a 2-year course in these fields and have two years experience in food service manage-

School lunch managers supervise a junior high school or high school cafeteria or several elementary school cafeterias or perform related functions in the school lunch program.

They may be promoted to head school lunch manager at \$7,100 to \$8,900 and to assistant director of school lunches at \$12,600 to

There will be no written exam and appointments will be based on training and experience. Further information and applications may be obtained from the Department of Personnel's Application Section.

> To Keep Informed, Follow The Leader.

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RETIRED or active personnel needed for full-time or part-time work as chauffeurs for private chauffeuring service. Call Mr. Colquitt at Chauffeurs Unlimited, SU 7-2804.

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\$2.50 per hour CALL MR. BANKS 765-3747

Upstate Jobs Open To Stenos & Typists

Typist and stenographer positions are now available with various Federal agencies in the Upstate area. The pay is at grades GS-2, GS-3 and GS-4.

Candidates for typist GS-2 (\$4,108) and stenographer GS-3 (\$4,466) positions must have completed high school or have six months typing or stenegrapy experience.

Typist GS-3 or stenographer GS-4 (\$4,995) applicants must have completed one year's study beyond high school or have one year's experience in these fields.

Applicants will be given a written test as well as either a typ-Blank applications are available ing or stenography performance test. The written exam tests verbal abilties and clerical aptitude. The typing performance test minimum is 40 words a minute. The stenography minimum is 80 Secretary's License which is iswords a minute.

Written and performance tests will be given at various locations send a letter of application to throughout Upstate New York. MDTP, 110 Livingston St. Candidates should apply to the Brooklyn 11201.

Interagency Board at 301 Erie Boulevard West, Syracuse, N.Y. 13202 .

School Secretary Jobs Open At MOTP

The Manpower Development Training Program will accept applications continuously for posttions as School Secretary at a pay rate of \$3.50 per hour.

Vacancies exist for schedules which range from 8.30 a.m. through 9:30 p.m.

Applicants must have a valid "Regular" or 'Substitute School sued by the Board of Education of the City of New York. They should

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Get The Authorized CSEA License Plate The only car license by the Civil Service Employees Asen. is that which is sold through CSEA Headquarters, 5 Elk St., Albany. The plate which sells for \$1, can also be ordered through local chapter officers.



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TUESDAY, JUNE 4, 1968



CheckThoseApplications

THE New York City Department of Personnel is opening filing this week for patrolmen and police trainees.

In their haste, we hope they will check application blanks more carefully for the date of birth of candidates as well as for any other disqualifying data.

This week, we have heard tales of woe from several young men who had been appointed to the Police Department. They had left their jobs. They had bought uniforms and equipment-costing almost a thousand dollars. They looked forward to a career in law enforcement with "The Finest."

But what happened? After they were on the job for some time, they received telephone calls home to report to the local police station to turn in their shields and guns. They were over age.

There was no fraud involved. They had not attempted to cheat. In all honesty they believed themselves qualified. But the advertisment said that they had to be between 21 and 29. One of these young men was 29 and a month. The Department of Personnel meant that they had to be under 29 -not under 30.

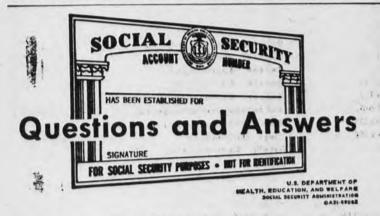
We ask Mayor Lindsay and Personnel Director Solomon Hoberman to work with Police Commissioner Howard Leary to rehire these men who had severed their ties with past employers. A Civil Service Commission ruling is all that is needed.

A Worthy Bill

NOVERNOR Rockefeller has before him a bill which would G prohibit moving the State Commission for the Blind offices from New York City to Albany. He should sign it.

Almost every agency - private and public - is against such a move. The Department of Social Services, which sanctioned the action, has given no sound motivation at all for the transfer.

What is at stake is the welfare of the blind and visually handicapped. Their needs come first, not the amorphous administrative goals of some alleged efficiency expert.



You say the hospital makes claim for what is due from medicare hospital insurance. What other charges would it claim for?

In most hospitals, there are loctors who read x-rays, others who administer anesthesia and others who analyze results. Many of these hospitals do their billing se as to include the charges for the work of these doctors which. under medicare, have to be treated separately from the charges for room and board and other services and supplies the hospial provides.

If I go from the hospital to a nursing home, medicare will keep on paying for what the nursing home costs, won't it?

Only if what you think of as a "nursing home" meets special qualifications for extending the care you had in the hospital and has been certified as an "extended care facility" for medicare. There are other special conditions that apply to this kind of reasonable charge for up to 20 medicare benefit and if they are days and all but \$5 a day for the met payment can be made for days after the first 20, up to 80 the stay in the facility-the full such additional days.

LETTERS TO THE EDITOR

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

Commission For Blind Notes Leader Support

Editor, The Leader: I would like to take this oppor-

tunity to thank you and the Civil Service Leader on behalf of the 25,000 blind in New York State and the staff of the Commission for the Blind and Visually Handicapped, for the excellent support we have received from your paper.

All of us feel that the Civil Service Employees Assn., through the Civil Service Leader, helped us tremendously in bringing before the public and the legislators the importance of retaining the Commission for the Blind in New York City where it rightfully has belonged for the past 55 years. Now that the Legislature has unanimously approved Assembly Bill 6927, which is awaiting the Governor's approval, we feel that your support and the public's is still urgently needed and would hope that the public could write to Governor Nelson A. Rockefeller so that the important work for the blind in New York State is continued without any disrup-

We would like, if your paper permits, to publicly thank Speaker of the Assembly, Anthony J. Travia: Majority Leader in the Senate, Earl W. Brydges; Assemblyman William J. Giordano; all the assemblymen and senators: the Empire State Association of Workers for the Blind and other community agencies who gave such fine support to us.

MORRIS KARMEL Chairman, Executive Staff Committee Commission for the Blind and Visually Handicapped

1/60th Retirement Plan

Editor, The Leader:

I am writing in regard to the 1/60th retirement plan recently passed. It only affects those who retire after April, 1968. It is certainly unfair to those who have retired before that date.

Anyone retiring before 1968 would have their pension based on the old 1/120th plan, so will receive about half as much as one who retires in 1968 or later for the same amount of service.

> ALREADY RETIRED Brocton, N.Y.

Appointment

ALBANY - Commissioner of Education James E. Allen has announced the appointment of Larry Ascough to the new post of alssistant director of public information in the State Education Department. Ascough, currently director of publications and public information for the West Virginia Department of Education, will assume his duties February 1. His salary will be \$13,500.

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.")

Penalty After Conviction

DOES AN "infuriated tone of voice" over missing papers. or calling the Director a liar, or defiant speech or profanity when insisting upon investigation of cases warrant a dismissal of a Civil Service employee? Are not such accusations of a nature that can be corrected administratively without the necessity of suspension, the filing of formal charges of misconduct, and the holding of a formal hearing procedure? The Appellate Division, First Department, confirmed dismissal of a Rent Examiner on such grounds in Matter of Kahne, Petitioner, v. City Rent and Rehabilitation Administration, Respondent, (New York Law Journal, March 1, 1968, page 2).

NONE OF THE charges concerned the petitioner's competency or the quality of her work. They all related to alleged misconduct. The specifications of misconduct, as a matter of fact, actually suggest that the petitioner was a competent and conscientious employee, not an insubordinate one. For example, one such charge was that the petitioner verified ownership of premises at the Register's Office, although her supervisor told her not to do so. A similar charge of misconduct arose out of the petitoner's review against instructions of prior dockets to aid the formulation of an intelligent determination on a pending docket.

IN VIEW OF the nature of the charges, the petitioner contended that they did not warrant disciplinary proceedings. In any event, it was the petitioner's contention that the penalty of dismissal was excessive.

THE CIVIL Service Law authorizes the imposition of possible penalties upon a finding of incompetency or misconduct less severe than dismissal. Such penalties include a reprimand, a fine up to \$100, suspension without pay for a period not excedeing two months, or demotion.

THE COURT is expressly authorized to review the penalty imposed. The statute provides that judicial review may be had on the question of "abuse of discretion as to the measure or mode of penalty or discipline imposed." Although the opinion of the Appellate Division did not expressly comment upon this question, the inference must be that it concluded after due consideration that the dismissal of the petitioner did not constitute an abuse of discretion.

THE KAHNE case raised additional questions. One such question is whether an employee may be suspended for a period in excess of thirty days while disciplinary proceedings are pending. In the Kahne case, the petitioner was suspended on July 20, 1966 when charges were served upon her. The decision of dismissal was not reached until October 7, 1966. The long delay in reaching a decision was the result of the respondent's prolongation of the hearing to submit testimony of some ten witnesses, all of whom joined in establishing the petitioner's "infuriated tone of voice." etc.

ANOTHER QUESTION raised by the Kahne case arose from the agency's finding that the petitioner "disqualified herself from holding further office in the Civil Service of the City of New York." The petitioner contended that this additional penalty was not one of those that might legally be imposed. With this contention, the Appellate Division agreed and accordingly struck this finding from the Determination of Charges.

THE RESPONDENT'S authority to suspend without pay an employee facing charges beyond the thirty day period was resolved by the Appellate Division on the basis of its earlier determination in Amkraut v. Hults. In that case, Justice Harold A. Steven noted that the statutory intention is that hearings on charges "should not be unreasonably protracted, but should be disposed of expeditiously." Showing deep understanding for the plight of the suspended employee Justice Stevens continued:

As a practical matter one accused frequently has all income cut off during a period of suspension-not merely the income from the job vacated. He is reluctant to seek other employment especially if he has acquired some form of tenure or substantial pension rights in the job from which he is suspended. In all fairness then a prompt disposition is desirable from the standpoint of all parties. Where that does not occur, he who is responsible should assume the risk of liability for some compensation.

(Continued on Page 7)

Law Column

(Continued from Page 6)
OF COURSE, if the responsibility
for delay in determination of the
charges is that of the accused, he
cannot be allowed recompense for
the excess period of suspension.

WHILE THE Kahne decision did not pass upon the merits of her claim to salary for the period of suspension without pay beyond the thirty day period, its disposition was expressly stated to be without prejudice to her institution of a separate action at which her right to salary for the period involved may be resolved.

THE APPELLATE Division resolved important issues affecting Civil Service employees. However, one might wish that it had seen fit to comment upon the question whether the charges of misconduct, even if believed proved, were of so serious a nature as to warrant the harsh penalty of discharge.

Penner Elected By B'nai B'rith Lodge

Excelsior Lodge B'Nai B'Rith, a lodge for State employees in the New York Metropolitan area, recently installed the following officers during a dinner meeting at Gluckstern's Restaurant:

President, Kurt Penner; vice presidents, Lou Dann, Joseph Rivin and Isidore Schecter; treasurer, Sam Tannenbaum; recording secretary, Ted Ayervais; corresponding secretary, Eugene Boyars; financial secretary, Lou Goldberg; chaplain, George Ostrow; and delegate—Metropolitan Council—Abe Garberg.

Help Wanted - Male

PART TIME

BANK TELLERS

Attention: New York policemen and firemen. These assignments, on a per diem basis, may be of particular interest to you. WORK I OR 2 DAYS A WEEK. Come in and give us an opportunity to work out a schedule that meets your individual needs.

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Instead of wasting time making the VW look better, we spend our time making it work better.

And this year there are dozens of ways it works better. (Including one that makes it work easier: the automatic stick shift.*)

In the end, the choice is yours: pay a big price for a year of glory.

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West Nyack Foreign Cars of Rockland, Inc. Woodbury Courtesy Volkswagen, Inc.
Woodside Queensboro Volkswagen, Inc. Yonkers Dunwoodle Motor Corp.



P. R. Column

(Continued from Page 2) the next three years everybody "Farewell - To - Cesspools" parties on S-Day.

BUT YOU absolutely must see the leaflet on sumps. That really is a gem of public relations writing. The word "sump" is enough to set any writer making music with his typewriter. This leaflet has the title: "The Absolutely Indispensable Guide To Positive Thinking About Sumps."

HOW CAN you get mad at a sump, which is just a harmless catcher of rainwater from street storm drains? (There are 500 sumps in Nassau County to catch and return to the ground 14 billion gallons of water annually.)

HERE ARE some comforting thoughts which Commissioner Simins and Mr. Gray offer in behalf of the demeaned sump: Sumps never throw loud parties, have no flashing neon signs, do l not pollute the air, do not obscure the view, and do not have children to fill schools which mean more taxes.

WE THINK all public informawonderful leaflets, and try to do or C. the same. Write James A. Gray, Mineola, N.Y.

humanize government and civil 48, C; 49, A; 50, D. service, and that should certainly help radiate warmth and good 56, A; 57, C; 58, C; 59, B; 60, D; public relations.

OFFICIAL

Approved Key Answers

The New York City Department of Personnel has released the rating and final key answers for five examinations which the department administered to candidates.

The answers are:

Police Administrative Aide Rating Key

1, C; 2, B; 3, B; 4, D; 5, A; 6, A; 7, D; 8, A; 9, A; 10, A; 11, D; 12, B; 13, B; 14, C; 15, A; 1, B; 17, D; 18, B; 19, C; 20, C. 21, D; 22, C; 23, A; 24, B; 25, C; 26, D; 27, A; 28, C; 29, C; 30, C; 31, B; 32, C; 33, C; 34, D; 35, C; 36, B; 37, B; 38, A; 39, D; 40, B. 41, B; 42, C; 43, C; 44, C; 45, B; 46, D; 47, C; 48, B; 49, B; 50, D; 56, B; 57, D; 58, C; 59, D; 60, C. 61, C; 62, B; 63, A; 64, C; 65, B; 66, C; 67, A; 68, D; 69, D; 70, C; 71, B; 72, C; 73, D; 74, D; 75, B; 76, D; 77, B; 78, B; 79, C; 80, C.

Deputy Sheriff, Patrolman, Police Trainee

Rating Key

1, C; 2, C; 3, B; 4, B; 5, D; 6, C; 7, C; 8, A; 9, D 10, C; 11, B; 12, B; 13, D; 14, C; 15, C; 16, C; 17, B; 18, A; 19, A; 20, A; 21, C; 22, D; tion officers should ask for these 23, B; 24, B; 25, A and/or B and

26, B; 27, B; 28, A; 29, C; 30, B; Public Information Officer, Nassau 31, D; 32, C; 33, B; 34, B; 35, D; County, Dept. of Public Works, 36, A; 37, B; 38, B and/or C and/ or D; 39, D; 40, D; 41, C; 42, D; THEYRE GREAT for helping 43, B; 44, A; 45, C; 46, A; 47, C;

> 51, A; 52, B; 53, C; 54, B; 55, C; 61, C; 62, C; 63, A; 64, D; 65, B;

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Senior Assessor Final Kev

1, D; 2, C; 3, A; 4, B; 5, C; 6, B; 7, C; 8, B; 9, C; 10, B; 11, B; 12, D; 13, C; 14, C; 15, A; 16, E; 51, A; 52, C; 53, B; 54, B; 55, A; 17, D; 18, B; 19, B; 20, A; 21, B; 22, D; 23, E; 24, D; 25, C. 26, B; 27, A; 28 C; 29, D; 30, D; 31, C; 32, D; 33, B; 34, A; 35, C;

36, B; 37, A; 38, E; 39, B; 40, B; 41, B; 42, C; 43, D; 44, D; 45, B; 46, B; 47, C; 48, D; 49, C; 50, B. 51, C; 52, B; 53, C; 54, D; 55, B; 56, C; 57, B; 58, A; 59, D; 60, C; 61, D; 62, C; 63, E; 64, A; 65, D; 66, C: 67, B: 68, D: 69, D: 70, D: 71, A; 72, B; 73, B; 74, C; 75, D. 76, C; 77, B; 78, C; 79, A; 80, D; 81, D; 82, C; 83, C; 84, D; 85, D; 86, A; 87, B; 88, B; 89, D; 90, C; 91, A; 92, D; 93, A; 94, C; 95, D; 96, C; 97, B; 98, B; 99, C; 100, A.

Police Captain Revised Final Key

1, D; 2, B; 3, A; 4, A; 5, D; 6, B; 7, C; 8, B; 9, B; 10, D; 11, B and/ or C; 12, B; 13, D; 14, B and/or C; 15, D; 16, B; 17, C; 18, B; 19, A and/or D; 20, A; 21, D; 22, D; 23, B; 24, A; 25, B; 26, B; 27, A; 28, B and/or C; 29, D; 30, C; 31, B; 32, B; 33, D; 34, C; 35, C; 36, A: 37, C; 38, B; 39, A; 40, D; 41, B; 42, B; 43, A; 44, A; 45, C; 46, C; 47, Delete; 48, B; 49, B; 50, C.

51, B; 52, B; 53, A; 54, C; 55, C; 56, A; 57, A and/or B; 58, C; 59, C; 60, A; 61, A; 62, D; 63, C; 64, A; 65, D; 66, A; 67, C; 68, B; 69, D; 70, C; 71, B; 72, C; 73, D; 74, B; 75, E; 76, C; 77, A; 78, D; 79, A; 80, B; 81, C; 82, C; 83, A; 84, A and/or B; 85, D; 86, C; 87, C; 88, B; 89, B; 90, C; 91, B and/or D; 92, B: 93, D; 94, C; 95. A: 96, B; 97, B; 98, A; 99, A; 100, C.

Road Car Inspector Final Key SECTION I

1, A; 2, D; 3, C; 4, B; 5, C; 6, A, 7, D; 8, D; 9, C; 10, B; 11, B; 12, A; 13, C; 14, D; 15, D; 16, D; 17. A: 18. C: 19. C: 20. B.

21, D; 22, A; 23, C; 24, C; 25, B; 26, C; 27, C; 28, A; 29, C; 30, C; 31, B; 32, D; 33, D; 34, C; 35, A; 36. A: 37. C: 38, B: 39, B: 40, D. 41, C: 42, C: 43, A: 44, B; 45, A; 46. C; 47, B; 48, D; 49, A; 50, D; 51, B; 52, D; 53, A; 54, B; 55, C; 56, B; 57, B; 58, D; 59, B; 60, D.

SECTION 61. A: 62. A: 63. C: 64. B: 65. D: 66, B; 67, A; 68, B; 69, C; 70, B; 71, D; 72, B; 73, D; 74, C; 75, C; 76, A; 77, C; 78, A; 79, D; 80, C.

SECTION 3 61, A; 62, A; 63, C; 64, B; 65, D; 66, B; 67, A; 68, B; 69, C; 70, B; 71, D; 72, B; 73, D; 74, C; 75, C; 76, A; 77, C; 78, A; 79, D; 80, C. SECTION 4

61, A; 62, A; 63, C; 64, B; 65, D; 66, B; 67, A; 68, B; 69, C; 70, B; 71, D; 72, B; 73, D; 74, C; 75, C; 76, A; 77, C; 78, A; 79, D; 80, C.

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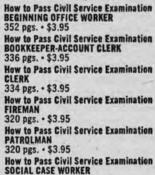
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Television programs of interest o civil service employees are proadcast daily over WNYC. channel 31. Next week's programs are listed below.

Monday, June 10

00 p.m.-Around the Clock-N.Y.C. Police Dept. training program: "Crowds-Psychology and Tactics."

30 p.m.-On the Job-N.Y.C. Fire Department training program: "Introduction to Fireboats."

Tuesday, June 11

:00 p.m. - Around the Clock -N.Y.C. Police Department training program: "Crowds-Psychology and Tactics."

Wednesday, June 12

00 p.m. - Around the Clock -N.Y.C. Police Department training program.

:30 p.m.-What's New In Your Schools - Series on NYC's schools.

30 p.m.-On the Job-N.Y.C. Fire Department training program: "Introduction to Fireboats."

00 p.m.-In the Law Library-"Developing Criminal Justice."

Thursday, June 13

00 p.m. - Around the Clock -N.Y.C. Police Department training program.

:30 p.m.—On the Job - N.Y.C. Fire Department training program: "Fireboats, Tools and Equipment."

0:30 p.m.—Community Action-Examination of health and welfare services.

Friday, June 14

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

0:00 p.m.-In the Law Library-"Developing Criminal Justice."

Saturday, June 15

00 p.m.—Community Action -Examination of health and welfare services.

:30 p.m. - On the Job - N.Y.C. Fire Department training program: "Fireboats, Tools and Equipment."



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Research for Protection ... so more will live.

The National Multiple Sclerosis Society, with chapters in all major cities of New York State, was founded in 1946 to seek the cause and cure - still unknown — of this disease which afflicts more than 500,000 Americans.

Multiple Sclerosis is a disease of the central nervous system that most often strikes young adults. The patient may suffer impairment of speech, sight and movement.

The National Multiple Sclerosis Society has allocated some \$7 million to research since its inception. Regional chapters assist patients with loans of wheelchairs, crutches and sickroom equipment, and serve as clearing houses for information on how best to cope with this disabling disease. Chapters conduct regional fund drives and contribute a large portion of the proceeds to the National Society for research.

"All the pieces of the Multiple Sclerosis jigsaw puzzle are on the table" said a scientist recently. "It remains only to assemble them correctly."

Support your local Multiple Sclerosis Society fund drive . . . help put the puzzle together.

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684 McGill J Kings Park
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686 Johnson P Gowanda
687 Haley D Dover Plains
688 Eberhart R Spring Val
689 Tenbrink D Blue Point
690 Kiesling C Floral Park
691 Farner J Perrysburg
692 Masters D Hornell
693 Squires T Sprasfid Gdn
694 Bierce D Amenia
695 Tafe C Blue Point
696 Achen G Utica

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News Of The Schools

12.7 Million To Be Spent For Summer Courses, Recreation

mer program of instruction, remedial education and recreation yet to be financed for New York Federal Elementary and Secondary Education Act.

The ESEA program involves an expenditure of about \$12.7 million. When augumented by City, State and other funds, the City schools' 1968 Summer program is expected to serve well over 500,-000 teen-agers and young adults. More than 100,00 will benefit from services provided by ESEA funds, which last Summer totaled \$11,25,000.

Continuing emphasis is being placed on decentralization of the school system by allocating \$3.2 million to 26 school districts and three administrative units which meet eligibility standards. More than 150 projects requested by districts and units are awaiting final approval by the State Coordinator of ESEA.

Involves 7,854 Teachers

The Summer ESEA program will involve 7,854 teachers and supervisors and 10,364 para-professionals. These auxiliary personnel will be parents, high school students and neighborhood residents, mostly of Puerto Rican and Negro origin, who will serve in the schools and in the community as teacher assistants, homework helpers and in other capacities. The auxiliary staff will be recruited, trained and assigned in the areas where they live.

The Title I funds include almost \$4. million for Early Childhood Centers serving 17,600 five and six year olds who have never been to school before. Children entering first grade in September will be given priority. Each child will attend classes for 5 hours and 20 minutes each day. Programs will be conducted in 250 elementary schools with 890 classes.

About \$3. million will be spent for instructional programs in 100 elementary schools for 40,000 children in grades 1 through 6. Emphasis will be placed on remedial reading services especially for third-grade pupils retarded 1 year or more.

More than \$650,000 will finance programs in 10 junior high schools serving 5,000 pupils. The Academy of Creative Arts program will be d again this Summer at High School of Music and Art. There will also be an Institute in Mathematics and Science at a high school still to be chosen.

About \$90,000 in ESEA funds Will provide services for 2,500 students in two vocational high schools.

Remedial Reading in 17 Schools A new program of remedial reading in 17 high schools costing -75,000 will serve about 3,000 alow and retarded readers.

The College Bound program which started last Summer will be expanded to serve about 2,900 pupils from 27 high schools at a cost of about \$377,000.

Project PEP, begun in the Sum- cial Security Act.

The Board of Education has mer of 1967, will enable 67 dislaunched the most extensive sum- advantaged pupils from City schools to participate in a sixweek program of enrichment at Skidmore College in Saratoga City schools under Title I of the Springs. The program will include music, art, dance, drama, literature, visits to concerts, ballet, restaurants and participation in sports and guidance programs. This project involves 200 pupils from New York State, and is partly funded by ESEA Title I (\$22,943) and partly funded by ESEA Title III (\$120,508).

A newly conceived reading program for summer campers from 7 to 10 years of age aims to prevent "reading lag" during the Summer for about 3,000 young campers. Each pupil will benefit by a two-week camping experience in which reading will be centered around life in camp. Experienced teachers and supervisors will be on hand and reports of reading progress will be made to appropriate schools in the Fall. This program is funded for \$150,000.

Spanish Speaking Teachers

Another new program is designed to recruit and train Spanish-speaking college students as teachers as well as to provide promotional seminars and other opportunities for Spanish-speaking teachers. The cost of this program is \$205,109.

There will also be a new program enabling 1,400 City school children to take part in a Natural Science Program in City Parks for five full days during the Summer. This program will be tied in with the Science curriculum at a cost of \$45.500.

Additional ESEA programs include those for CRMD pupils, for physically and neurologically handicapped, for emotionally disturbed and hearing and language impaired children.

The Board also acted to continue or initiate nine programs financed under Title III of ESEA in the sum of \$4,294,980. Eight of these are year-round programs. The ninth program is Project PEP.

New Approches Sought

The purpose of Title III is to provide innovative programs in the districts where new approaches to educational needs of selected areas can be planned and made operational on a pilot basis.

One of the new programs pland under Title III is est ment of four Community Education Centers to be set up in areas such as Bedford-Stuyvesant, South Bronx, Jamaica and Harlem. The centers will deal with problems of employment, housing, job training as well as drug addiction, alcoholism, dropouts and unwed mothers. The cost will be \$599,997.

It is expected that an additional \$4. million will be allocated to summer services by such Federal programs as Office of Economic Opportunity (OEO), Manpower Development Training Program (MDTP) and funds provided for basic adult education and welfare client programs under the So-



ELECTED — Mrs. Shapiro was elected president of the Board of Education last Wed-

Computer Cut Hack Work For Teachers

Tasks related to teaching, such as correcting and grading of daily work and others, are being taken over in 16 New York City's elementary schools by the computerbased instructional system (CBI) which has been built and installed by RCA to offer in key subjects drill and practice expressly tailored to each student's individual capacities.

When the computer is not being used to teach children, it can be used for other tasks involved in teaching, thus freeing the teacher for more important professional

These include guiding the class through the inquiry-and-discovery process, and working with students who require special attention. An analysis of each student progress and class summaries are provided daily, weekly and monthly for the teacher, who can use this information to spot problem

Also Research Tool

CBI also provides a research tool for investigators of the learning process itself. The rapid growth of information in this century has focused the attention of many educational researchers on development of more efficient methods of presentation. CBI aids in research by compiling and reporting statistics used in analysis of learning.

Since CBI materials are stored on a memory device at the computer installation they can be modified more readily and economically than can information in textbook form. Thus, subject matter experts can keep pace with current developments in their fields, and courses need not become out of date.

All curriculum material for the RCA-New York CBI system is prepared by textbook publishers such as Harcourt, Brace & World; Harper & Row, and the L. W. Singer Division of Random House. They work in cooperation with RCA's educational consultants, including Dr. Patrick Suppes and Dr. Richard Atkinson, both of Stanford

School officials noted that many of the major projects in the ESEA program will be augmented by Board of Education funds, which are expected also to finance many additional projects for the coming Summer.

Teacher Eligible Lists

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(1A-6B) IN ELEMENTARY SCHOOLS
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Office Machine Service **Course Graduates 20**

Representatives of industry, education, business and government last week witnessed a ceremony honoring an experimental class in Office Machine Servicing and Repair at George Westinghouse Vocational and Technical HS, 105 Johnson St., Brooklyn. Twenty graduates are assured of immediate employment. Ten others will enter higher educa-

This is the only course of its kind in the City school system, according to Principal Nathan Clark. The number of senior students in the course will be increased next fall.

Student resource material for the course was developed by Vocational Horizons, a private organization of curriculum specialists which prepares courses of study in consultation with schools and in-

Dr. Harry Lewis, director of trade and technical education in the City school system, told the audience that "if this new concept is adopted on a nationwide basis it may very well be one of the solutions to the problem facing our country to fill one million new career jobs in the next five years."

Three Reappiontments

Three physicians have been reappointed to the Medical Advisory Board of the New York State Athletic Commission to serve terms ending Sept. 18, 1969. They are: Dr. Ralph F. Spencer, Dr. William F. Harrigan, and Dr. Marvin A .Stevens.

University's Institute for Mathematical Stuides in the Social Sciences and Dr. Duncan Hansen of Florida State University.

Library Services

The computer system also performs such educational services as library information storage and retrieval, student counseling, vocational guidance, curriculum research and development.

It also handle such administrative data processing functions as census, scheduling, attendance and grade reporting, payroll, financial and property accounting, test scoring and analysis, textbook ordering and inventory control.

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Civil Service Concerts To Resume Next Week

tcal tribute to composer Richard Rodgers will take place on Tuesday, June 11, from 12:30 to 1:30 p.m. in City Hall Plaza. The tribute to Rodgers will open the season of the City

Hall Festival, a program of lunchhour entertainment for civil service employees and others who work in the area around City Hall. Similar programs will be presented during the summer.

Mayor Lindsay, who presented Rodgers with the City's Handel Medallion, New York's highest cultural award, last June 28 on his 65th birthday, commented:

"Richard Rodgers has enriched the lives of millions of people, young and old, for over 40 years.

"His music, his long list of hit songs, is a part of the American scene and it is especially fitting that the City should launch its program of summer lunch-hour musical programs with a tribute to him."

Mayor Lindsay and Rodgers are scheduled to speak at the musical program. Albert A. Walsh will preside and NBC newsman Ben Grauer will be master of ceremonies.

The program will feature selections from several of Rodgers' musical, including "Carousel," "The Sound of Music," "The King and I," "South Pacific" and "Oklahoma."

Music will be provided by the All City High School 110-member orchestra, the school's 120-member band, and the 250-voice chorus.

Benjamin S. Chancy, acting director of music of the Board of Education will lead the orchestra and direct the program with the assistance of Gabriel Kosakoff, who will lead the band, and John L. Motley, who will lead the chorus.

The City Hall Festival was organized last year by Oscar Kanny, director of public information of the New York City Housing Authority. It is supported by private contributions from such commu-

nity minded firms as Modell's-Davega Stores, Chas. P. Young Company, the Chemical Bank New York Trust Co., the First National City Bank and the Irving Trust

Last year, two pilot programs were presented: a musical tribute to George Gershwin on the 30th anniversary of his death and an appearance by the Esso-Trinidad Steel Band.

PA Election

The Commissioners of The Port of New York Authority last week elected James C. Kellogg, III of Elizabeth, N.J. as chairman and Joseph A. Martino of Manhasset, L.I., as vice-chairman, and reelected Howard S. Cullman of New York City to his 14th term as honorary chairman. The elections were held at the Commissioners' annual meeting at 111 Eighth Avenue.

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CONFERENCE MEET — Here are some of the scenes caught by The Leader camera at the annual workshop of the Southern, Long Island and Metropolitan Conferences of the Civil Service Employees Assn. held recently at Sackett Lake. Top left shows conference presidents, dinner speaker, CSEA president Dr. Theodore

Wenzi and the toastmaster. Left to right, are: Joseph Roulier, CSEA director of public relations, dinner toastmaster; Irving Flaumenbaum, Long Island Conference president and second vice-president of the Statewide Association; Randolph Jacobs, Metropolitan Conference president; Wenzi; Commissioner William Booth of the City Human Rights Commission and Nicholas Puzziferri, president of the Southern Conference. Top right is Henry Shemin, guest speaker at the second night's banquet. John C. Rice was toastmaster. The bottom, center, in et, shows Bart Galvin, workshop leader with Puzziferri. The other photos in the montage show various activities.

Description ond Sove manual execution of the personal section of the section of t

Governor Rockefeller has sent to the Senate for confirmation the appointments of two new members and the reappointments of eight members of the New york State War Memorial Aumority.

The new appointments are Lou G. Pavia of the Bronx and Andrew Malatesta of Albany. Those reappointed were Daniel S. Brady of Watertown, James W. Fay of New York City, Dr. Michael J. Crino of Rochester, Henry Albert of Beechhurst, L.I., Maurice witherspoon of Brooklyn, the Rev.

War Memorial Authority Alexander R. McHechnie of Great Neck, L.I., Charles Paganelli of Albion and Mrs. Doris Corwith of South Hempstead.

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Motor Vehicle Inspectors Hold **Annual Dinner**

MENANDS-The Motor Vehicle Inspectors' chapter, Civil Service Employees Assn., held its annual dinner at Panetta's Restaurant, here recently. Over 600 members, friends and guests here, it will contain a number

Guests included the following representatives of the PSC: Commissioner John T. Ryan; Samuel Madison, secretary; Donald A. Logan, director of transportation: James M. Gallagher, administrative officer; Donald Sager, assistant secretary, Martin Chauvin, assistant chief of the motor carrier bureau; and John Markketta and Herbert Kempf, supervisors of motor carriers. Also present were Van Parshall, former chief examiner and J. Barclay Potts, chief, motor carrier bureau.

The chapter's own band consisting of Ted Oliver, Ole Christensen, Bob Reighard and George Kellogg entertained. Arrangements for the dinner were handled by Bill Weinschenk,

Binghamton Unit Urges Yes Vote

BINGHAMTON-The Binghamton City School District unit of the Broome County chapter, Civil Service Employees Assn., has urged a yes vote on the June 11 referendum for an increase in school taxes. This would be the first increase since 1951.

Unless the referendum is succrasful, salary increases will not be made. In fact, Frances Smith, chairman of the unit's public relations committee, noted, positions may be abolished both in civil service and in the professional

Air Fare Only-\$125

4-Day Las Vegas **Tour Set June 20**

A four-day tour to Las Vegas Is now open for booking by members of the Civil Service Employees Assn. Departure date is June 20 and the low price of \$189 will include round trip jet transportation, most meals, sightseeing and many extras.

Space on this popular trip is quite limited and immediate application should be made by writing now to Sam Emmett, 1060 East 28 St., Brooklyn, N.Y., telephone (212) 253-4488.

Two Reappointed

Governor Rockefeller has announced the reappointments of Dr John L. Madden and Dr. Milton Helpern to the Medical Advisory Board of the New York State Atheletic Commission. The two physicians will serve terms ending Sept. 18, 1980.

three institution attendant job velop a realistic and meaningful titles were dues paying members career plan-Wenzl said his organization "will look forward to In pledging full CSEA support to an early meeting" with Mental the Mental Hygiene Patients Care Hygiene officials get the program

Latest Innovations To Be Utilized In **New Trooper School**

(From Leader Correspondent) ALBANY - When the new model State Police academy is built at the State campus of innovations.

The facility, first of its kind for New York State Police, will have a mock court room, combat exercise room, gym and ten-lane pistol

It also will have two three-story dormitories each housing 100 cadets and a 300-seat auditorium with front and rear projection facilities.

Service facilities will include a kitchen and dining room, quartermaster supply room, printing room, one passenger and one freight elevator in each dormitory.

The dormitories will feature double-bed rooms, living rooms and foot bridges linking the dorms to the administration-school com-

A swimming pool is slated to be added as well as a third dormit-

Completion date is set for April, 1970 at a cost of \$4.5 million.

Wenzl To Present Assn. Golf Trophy At Tupper Lake Dinner

TUPPER LAKE-Dr. Theodore C. Wenzl, president of the Civil Service Employees Assn., will award the President's Cup on June 16 to the winner of the CSEA Golf Tournament at the Tupper Lake Country Club. Following the presentation, Dr. Wenzl will install new officers of the Sunmount State School CSEA chapter at the post tournament dinner.

Any CSEA member is eligible to enter the golf contest. Those interested should contact one of the chairmen, either George Weis or Manford Santerre at the Sunmouont State School in Tupper Lake. The tournament will run June 15 and 16

Members wishing to attend the banquet may purchase tickets from either Gordon Lavigne or Lerooy Dunham at the School. Floyd Carmichael will be the toastmaster for the evening. Dancing until 1 a.m. will follow dinner.

Dr. Wenzl will install the following officers: Gregory Rowley, president; Donald Smith, first vice president; Kenneth Varden, second vice president; Faith Badore, third vice president; Eliane Baird, secretary; Daniel Mecklenburg, treasurer and Lineol Redman, recording secretary.

Pass your Leader on to a non-

member.



GUESTS — Guests at the recent testimonial dinner honoring Robert Dailey, retired president of the Division of Employment chapter, Civil Service Employees Assn., included, left to right: Thomas Lupocello, supervising field representative for the Downstate area; Mrs. Grace Nulty, coordinator

of the State Employees Blood Program in the downstate area for the State Civil Service Commission; John LoMonaco, president of the D of E chapter, Dailey; Randolph Jacobs, president of the Metropolitan Conference, CSEA; and William Farrell, CSEA field representative.



NEW OFFICERS - Recently elected officers of the Division of Employment chapter, Civil Service Employees Assn., were recently installed by Ben Sherman, CSEA field representative, at the Henry Hudson Hotel. Left to right at the ceremonies are: John Maddaloni, treasurer; Rosemary Vincent DiGrazia, financial secretary and Sherman,

Lyons, corresponding secretary; Paul Greenberge fifth vice-president; Ralph Fabiani, third vicepresident; Adele West, first vice-president; John LoMonaco, president; Nicholas Pollicino, fourth vice-president; Grace Allen, recording secretary;

GSEA Members To Travel In Own Bus On European Tour

Applications are now being accepted for a 22-day Grand European Tour which departs on July 11 for visits to Lisbon, Madrid, Nice, the French and Italian Amsterdam.

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tion libraries in the State.

Those receiving the certificates: Catherine Rose Anne Ballarene, New York Public Library; Mrs. Patricia Mahoney Brown, Kenmore Public Library; Paul John Cirino, Sachem Public Library; William Russell Hannan, Heim Middle School.

John Bernard Harrison, Queensborough Public Library; Mrs. Cilgla Angelica Keller, Levittown Public Library; Mrs. Marjoris Seely Kolk, Moffat Library; Mrs. Annette Mullen, West Falls and