

Civil Service LEADER

America's Largest Weekly for Public Employees

Vol. XXXIII, No. 2

Tuesday, September 7, 1971

Price 15 Cents

ALBANY NY 12224
33 ELK ST
PR CSEA
00000002-COMP-DEMP

New Departmental Representatives

See Page 9

Wenzl Victor For Third Term As CSEA President



STATE POLICE — The State Police Officers unit endorses a negotiated agreement with the Civil Service Employees Assn. at the recent formal signing in Albany. Seated from left are: Abe Lavine, director of the State Office of Employee Relations; Theodore C. Wenzl, president of CSEA; Lt. William Lovelock; Capt. Al O'Neill,

and Lt. Martin Hynes. Standing, from left foreground, are: John Hanna, OER counsel; James Northrup, of OER; Deputy Supt. Robert Denman; Chief Inspector John C. Miller; Thomas M. Coyle, CSEA assistant director of research; James Roemer, CSEA counsel; Bernard J. Ryan, CSEA collective negotiating specialist, and Mel Osterman, of OER.

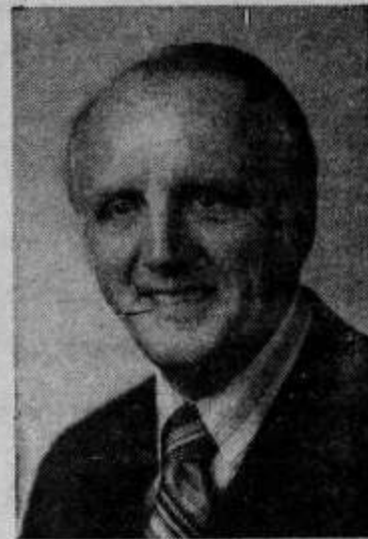
McDonough Wins First Vice-President Slot

ALBANY—Theodore C. Wenzl has been re-elected to a third consecutive two-year term as president of the 200,000-member Civil Service Employees Assn., according to results released last week by the State's largest public employee union.

The results were announced by Bernard C. Schmah, an employee of the Department of Taxation and Finance in Albany who serves as chairman of CSEA's special election procedures committee. Schmah supervised the election which was conducted by the Amsterdam Data Processing Corp., an impartial election agency retained by CSEA's Board of Directors.

Wenzl issued the following statement upon learning of the election results:

"Naturally, I am personally



THEODORE C. WENZL

gratified with the outcome of the election and I welcome the three new vice-presidents to the (Continued on Page 9)

Metro Conference To Meet Sept. 18

The Metropolitan Conference of the Civil Service Employees Assn. will meet on Sept. 18 at 11:30 a.m. in the New Hyde (Continued on Page 9)

Niagara Chapter Wins Guarantee Against Pay Cuts For Employees Affected By Job Classifications

(From Leader Correspondent)

LOCKPORT—Civil Service Employees Assn. members in the Niagara County chapter, threatened with possible pay cuts from State-mandated job reclassifications, have been assured by their lawmakers of continued pay at present rates, according to William Doyle, chapter president.

The decision not to lower pay was reached in a meeting among the Niagara County Legislature's social services and personnel committees, Niagara County social services commissioner Daunt I. Stenzel and CSEA officials. About 100 CSEA members attended.

Robert A. Milling, CSEA field representative, also announced, following the meeting, that County officials had agreed not to lay off caseworkers in Social Services.

Downgraded Titles

The job reclassifications, reportedly ordered in Albany, downgraded job titles of clerks in the Health Dept. and several Grade 12 case supervisors in the Social Services Dept. to Grade 8 examiners.

The issue first cropped into

the County picture last month and County officials were confused regarding possible pay cuts. Worried CSEA officials immediately brought their arguments before the County Legislature, but the matter was postponed until the most recent meeting of affected personnel.

(Continued on Page 9)

Surgery For Flaumenbaum

Irving Flaumenbaum, first vice-president of the Civil Service Employees Assn., underwent surgery last week to correct a long-standing gall bladder difficulty.

He is a patient at South Nassau Community Hospital, Ocean-side.



CHALLENGE — The Civil Service Employees Assn. formally challenged Council 82, AFSCME, AFL-CIO, for the right to represent State employees in the Security Services Unit last week. CSEA collective negotiating specialist Thomas J. Yinden, right, hands CSEA's paper showing proof of employee interest to Howard A. Rubenstein, assistant director of representation, Public Employment Relations Board, at PERB offices in Albany.

Don't Repeat This!

Some Q & A For Civil Service On Wage Freeze

THE wage freeze order promulgated by President Richard M. Nixon applies to civil service employees, and so do the rulings of the Cost of Living Council established by the President to administer and enforce the wage and (Continued on Page 2)

DON'T REPEAT THIS!

(Continued from Page 1)

price freeze regulations. At the present time, the wage and price freeze is scheduled to expire on Nov. 13, at the end of the 90-day period for which the order is effective.

On the other hand, it is clear from statements made by top Nixon Administration officials that in one form or another wage and price controls will be extended at the end of the 90-day period. It is still too early to know what form the rules will take at that time, nor to what extent they will continue to apply to public service employees.

However, for the convenience of civil service employees who have expressed widespread interest in the wage freeze on pub-

lic employee salaries, Don't Repeat This recapitulates, without editorial comment, official statements and rulings issued on this subject, which will remain effective for the balance of the 90-day period, unless superseded by new rulings of the Cost of Living Council.

From explanatory material issued by the White House, August 15, 1971:

Reduction of Federal expenditures in fiscal year 1972, which involves among other items "a five percent cut in Federal employment, a freeze for six months of the Federal pay increase scheduled for January 1, 1972." The reduction in Federal employment will "be accomplished largely by attrition."

From rulings issued by the Cost of Living Council:

State and local governments are subject to the executive order freezing wages and prices. Accordingly, cost-of-living wage or salary increases ordered by a municipal government to become effective subsequent to the date of the executive order are not permitted during the 90-day freeze period. This includes the wages of State and local government employees such as firemen, policemen, and the like.

Increase in the salaries of teachers may be granted if the contract period started before Aug. 15. If the contract period started after Aug. 15, the increase is not allowed. For example, if teachers have reached a new agreement on pay scales for the coming school year but the contract does not go into effect until Sept. 1, teachers

cannot receive the pay increase.

The wages and salaries of Federal Government employees are frozen during the 90-day freeze period.

Promotions

Bona fide promotions that constitute an advancement to an established job with greater responsibility are allowed.

Merit and longevity increases are not allowed.

Previously planned increases in pension benefits for those retired before the freeze or those about to retire are allowed, but unplanned increases are not allowed. For example, a scheduled increase in pensions which is planned for Oct. 1, may go into effect. A person who retires on Oct. 15 may also receive this increase.

Fringe benefits are considered a form of compensation and cannot be raised during the freeze period.

An employer cannot increase the number of days allowed off for the purposes of funerals, and so on, since this constitutes an increase in fringe benefits.

Where an employer is willing to certify that an agreement was in existence that provided for increases in pay dependent on employees completing education requirements for specific job levels, the pay increase can be granted during the freeze. For example, a teacher who has been awarded a master's degree can receive the increment which is normally given. If the effective date of the teacher's contract is after Aug. 14, the increment must be the amount that was granted last year.

The Fire Officer



By Raymond Gimmler
President,
Uniformed Fire
Officers Assn.

(The views expressed in this column are those of the writer and do not necessarily constitute the views of this newspaper.)

Those Assaults Must Halt!

"FIREMEN FIGHT FIRES . . . not people."

THIS IS A well known phrase to many, but unfortunately there are some who refuse to believe it.

WHEN FIRE TRUCKS come rolling in some neighborhoods of our City, firefighters are bombarded with bricks, bottles and garbage and hampered in their attempts to put out the fire and rescue those trapped in a burning building.

THEN THERE ARE such incidents as occurred recently in the Bronx where a bon-fire was set and a fire alarm sounded to lure firefighters into the area to subject them to a barrage of missiles.

THIS WAS A well-planned attack . . . one which caused severe injuries to firefighters. One that we will not allow to happen again.

FOR 16 MONTHS we have asked the City Administration to do something about these attacks. We asked for an "education program" via the news media. One that would bring the phrase, "firefighters fight fires . . . not people," into every home, in every language.

NOW THE CITY has asked the Uniformed Fire Officers Assn. to pay \$20,000 for this public relations program . . . one the City should undertake in cooperation with the private sector.

FIRST OF ALL, I would like to point out that over \$85,000 in union funds has been spent over the past two years, for a program which included the employment of a black public relations man; subway posters; ads in minority newspapers and radio stations; investments in minority banks; meetings and luncheons with black legislators, salary for a community speaker, Uniformed Fire Officers Association-sponsored children's programs and a score of other activities.

BUT THIS ISN'T enough. There still is an increase in malicious false alarms and hostile acts in our City which will cost the taxpayers over five million dollars annually.

THEN WHY IS the City quibbling over a \$20,000 program?

THE 14,000 firefighters of this City are employees of all of the people whom they have taken an oath to protect. They deserve to be protected from death and injury by hoodlums.

WHO BEARS THE responsibility for attacks and injuries on firefighters?

THE COMMUNITY leaders, Mayor Lindsay, the Fire
(Continued on Page 15)

CSE&RA's Great Fall Program



LONDON

Direct from Buffalo—
Oct. 7 to 11—
Only \$239

For Buffalo Area
MRS. MARY GORMLEY
1883 Seneca Ave.,
Buffalo, N. Y. 14210
Tel. Home (716) 842-4296
Office (716) 822-6069

For Rochester Area
MR. CLAUDE ROWELL
64 Langslow St.,
Rochester, N. Y. 14620
Tel. (716) 473-5657

For Syracuse Area
MRS. MARY MCCARTHY
104 Farmington Dr.,
Camillus, N. Y. 13031
Tel. Day (315) GR 4-5951 Ext. 505
Eve. (315) 487-1688

From New York

JAMAICA

Oct. 8 to 15—
Only \$275

PARIS or AMSTERDAM

Oct. 21 to 25—
Only \$238

DELORAS FUSSELL
Tour Leader

SAN JUAN

Oct. 22 to 25—
Only \$159

SPAIN

Oct. 30 to Nov. 7—
Only \$259

Plus These Bargains!

Nassau On The Following
Dates and only

\$119!!!

Oct. 8 to 11, Columbus
Day; Oct. 22 to 25, Veterans
Day; Nov. 22 to 26,
Thanksgiving

For detailed information, write
to Civil Service Education and
Recreation Assn., Room 711,
1501 Broadway, New York,
N.Y. 10036.

Available only to CSE&RA members
and their immediate families.

Nine-County Area Needs Novice Nurse Assistants; Provide Area Differential

The five boroughs of New York City have been combined with its neighbors—Nassau, Suffolk, Rockland and Westchester—to form a nine-county region where Federal nursing assistants will be entitled to get geographic differential.

For example, a nursing aide at GS-2 will be a recipient of \$5,223 within that region and \$4,897 elsewhere. Appointees for the GS-3 title normally earn \$5,524; within the designated area, they will start at \$5,708. All GS-5 and 6 nursing aides make the same salary, however—\$6,202 and \$6,938 for those respective grades.

Night work generally brings bonus pay. Usual assignments run 7:30 a.m. to 4 p.m.; 3:30 p.m. to midnight; 12 midnight to 8 a.m. Inexperienced candidates may be appointed to the GS-2 level, where intensive training will be given in a variety of patient-related areas.

GS-3 candidates, however, need to have six months of related work history: in non-professional nursing care work or "in a medical environment in an occupation such as medical technician, laboratory, dental or pharmacy assistant."

Persons considering GS-4 appointment will need an additional year of experience; for GS-5, two more years "under professional nursing supervision." Specialized experience accounting for half that time is also required, either in psychiatry, medicine and surgery, or operating room duties. Substitu-

tion of relevant training above high school studies will receive credit, also.

Entrants Screened

A written exam, lasting nearly two hours, will be given to all nursing assistant applicants. To pass, 70 percent is required. As a follow-up, expect an oral interview. Tact, understanding, patience and emotional stability are the major characteristics sought from those interviewed.

In basics, the attendant will take and record temperatures, pulse and respiration as well as apply simple dressings and give simple treatments to chronic and invalid patients. Other duties may include feeding, bathing, dressing and undressing the patient and distributing linens and clothing.

Mainly, Veterans Administra-
(Continued on Page 15)

CIVIL SERVICE LEADER
America's Leading Weekly
For Public Employees
Published Each Tuesday
669 Atlantic Street
Stamford, Conn.

Business and Editorial Office:
11 Warren St., N.Y., N.Y. 10007
Entered as Second-class matter and
second-class postage paid, October
3, 1939, at the post office at Stamford,
Conn., under the Act of March
3, 1879. Member of Audit Bureau
of Circulations.
Subscription Price \$7.00 Per Year
Individual Copies, 15c

FREE STENOTYPE LESSON

We'll show you how high school graduates
can earn college grads pay



Saturday, Sept. 11th at 1:15 P.M.

Free 2-hour lesson and sound film.
Reserve your free seat today. Call

WO 2-0002

U.S. GOV'T AUTHORIZED FOR FOREIGN STUDENTS

STENOTYPE ACADEMY

Exclusively at 259 BROADWAY (Opposite City Hall)
Subways to: Chambers St., Brooklyn Bridge or City Hall Stations.

CSEA's Mobile Office Visiting Security Unit Aides' Work Locations

ALBANY—The office-on-wheels of the Civil Service Employees Assn. set off this week to visit institutions and work stations of the nearly 7,000 members of the State Security Services Unit in order to hear their ideas for demands for 1971-72 Statewide negotiations with the Rockefeller Administration.

CSEA formally challenged the current Security Unit representative, Council 82, AFSCME, on Aug. 26 for the right to represent the employees. An election is expected to be held by the Public Employment Relations Board sometime in the Fall.

Included in the Unit are correction officers at State correctional facilities, narcotics correction officers at the NACC rehabilitation centers, safety officers at Mental Hygiene institutions and at campuses of the State University, park and parkway police, forest rangers, and most other uniformed personnel who perform security functions for the State of New York and its facilities.

CSEA president Theodore C. Wenzl urged employees in the Unit to visit the mobile office staff when the 27-foot long, completely outfitted mini-CSEA headquarters comes to their work locations in the next few weeks.

Privacy Offered

"For the first time," Wenzl

said, "a labor union is now able to provide to Security Unit members a private meeting space offering nearly all the facilities of CSEA Headquarters. Now employees will be able to tell us their problems and their needs in a confidential atmosphere without fear of reprisals from supervisors or members of other unions. They will be free to say what they want, and to confer with their field representatives and the mobile office staff."

The mobile office is tentatively scheduled to visit security work stations in the northern New York State area in the next two weeks, including Danmora State Hospital, Clinton Correctional Facility, Ray Brook and others in the area.

Thomas Linden, CSEA collective negotiating specialist, said that CSEA is eager to poll Security Unit members face-to-face for their ideas and demands in future negotiations. "We know that employees in this unit are very dissatisfied with the kind of representation they have received from Council 82," he said, "and we want them to tell CSEA, as many already have, just what items they think should have priority in the next negotiations. CSEA's whole reason for existence is to serve our members. Thus, we want them to tell us what they want us to do for them."

Thornwood Girl Wins White Plains Unit Scholarship

(From Leader Correspondent)

WHITE PLAINS — The Civil Service Employees Assn.'s White Plains unit has made its first scholarship award. Recipient is Lynn Patricia Farrell of Thornwood.

The award is presented to children and grandchildren of CSEA members and Lynn's grandfather is superintendent of garage and shop in the Department of Public Works.

Lynn graduated with honors from Westlake High School last June and will be attending Marist College in the Fall where she will be majoring in American studies, studying toward a career in law or government.

Because Lynn's father died when she was 10, she has worked part-time since the ninth grade. However, she has managed to maintain an "A" average and to play an active role in school.

She has been a member of the National Honor Society, treasurer and vice-president of the General Organization, founder and first president of the Theater Club, business editor of the yearbook, as well as other extracurricular activities.

BUY U.S. BONDS

Binghamton SUNY FSA Pact Ratified

(From Leader Correspondent)

BINGHAMTON — Negotiators for the Faculty Student Assn. chapter, Civil Service Employees Assn. and SUNY-Binghamton representatives acting in the Association's behalf, have announced an agreement for a new two-year contract for the FSA cafeteria and book store employees.

The pact covers a period from Aug. 20, 1971, to May 31, 1973, and provides for pay increases ranging from 20 to 40 cents an hour over the two-year life of the agreement.

Fringe benefits include provisions for equitable pay schedules for the employees, definitive vacation guidelines, health and sickness insurance, death benefits, retirement policies, grievance procedures, increased SUNY-Binghamton contributions for hospitalization, expanded major medical coverage and an agency shop.

The contract was formally ratified by the FSA chapter's rank and file Aug. 19 during a meeting at Dickinson Dining Hall.

Talks had been under way since last May.

FSA chapter president Patricia Dougher and SUNY-Binghamton vice-president for finance and management Edward Damske joined in expressing concern that the wage increases provided for in the agreement would in all probability have to be deferred because of President Richard Nixon's recent implementation of a 90-day freeze on all wages and prices.

Other participants in the negotiations included CSEA staff representative James Scriba.



Witnessing the signing of an agreement in Albany, reached after nine months of negotiations between the State Department of Correction and the Civil Service Employees Assn., are members of the CSEA team and the department. Standing, from left are Robert Roulier, department personnel director; John Eversley, George Massar, Joseph Polvino, Irene Dougherty, members of the CSEA negotiating team; Vito Ternullo, director of education for the Correction Dept., and Robert Comeau, Austin Donovan and Orville Favreau, members of the CSEA team. Seated, l. to r.: Jack Weisz, CSEA team member; Thomas J. Linden, CSEA collective negotiating specialist; John VanDeCar, member of the Department negotiating team; Theodore Skumursky, chairman of the CSEA team, and Henry Bankhead, principal agency labor relations representative for the Department.

Correction Department Pact Signed

ALBANY—Following nine months of negotiations between Civil Service Employees Assn. and the State Dept. of Correction, an agreement has been signed by the department and the CSEA Correctional Services negotiating team.

Accord was reached on 31 items but, according to a CSEA spokesman, 15 items not agreed on will go through an impasse procedure already worked out between CSEA and the State Office of Employee Relations.

Thomas J. Linden, CSEA collective negotiating specialist, said that the most important item not yet settled was seniority.

"We want a strong seniority clause, something that will prevent the department from selecting employees arbitrarily for job vacancies, shift assignments, scholarships, etc.," Linden said. "This and the other essential items not agreed on will go through the impasse procedure, and CSEA will continue to fight for these provisions, if it takes till Doomsday."

— On Thruway — CSEA Wins Equal Lane Assignments

ALBANY — Complaints to Civil Service Employees Assn. representatives that toll collectors at Thruway stations B-3 (Cannan Barrier), 23 and 24 have been treated unfairly in lane assignments have brought CSEA action resulting in a directive issued to station supervisors last week by the toll section supervisor.

A spokesman for CSEA said that the complaints that station supervisors were not being fair in giving the lane assignments at the three toll stations had led to "a confrontation with Authority officials by CSEA in attempts to stop the inequities in assignments."

The memo was issued by William H. Laremore, Thruway toll section supervisor, to the station supervisors at Exits B-3, 23 and 24.

The CSEA spokesman said that the memo was issued "as a direct result of action by CSEA."

The text of the memo follows: "It has come to my attention that there have been complaints over lane assignments. Therefore, all station supervisors are advised when making up lane assignment sheets to be sure that all collectors are rotated as equitable as possible to all lanes."

DMV Staggered Hours Plan Termed Success

(From Leader Correspondent)

ALBANY—"Name your own hours," seems to be working out well in a new personnel experiment being conducted by the State Department of Motor Vehicles in all but one of its Albany area offices.

Some 1,500 DMV employees are now allowed to set their own starting and leaving times, as well as the length and time of lunch periods within broadly expressed limits.

The make-your-own-schedule plan has been running in all DMV Albany offices, except district headquarters which handles issuance of licenses, for the past three months. Experience to date has shown a high acceptance by employees and staff personnel administrators.

The program is credited with boosting morale, very nearly eliminating tardiness, increasing job efficiency and saving money. Here's how the plan—now being studied by the Education Dept. and at least eight other agencies—works:

Employees are allowed to punch in between 7:30 and 9:00 a.m. They may elect to take a 30-minute or one-hour lunch break between 11:30 a.m. and 1:30 p.m. and, depending on their arrival time and the length of the lunch period, they may punch out after working 7½

hours—or as early as 3:30 p.m.

Part of the program includes the elimination of the former allowance of "tardy points" which many departments allow, and which many workers used to the limit. But the real aim of the plan is to allow staggering of arrival and departure times as the employees themselves determine in order to facilitate the flow of downtown Albany traffic. The Department is slated to occupy its new quarters in the State Capital's South Mall complex later this year.

The Education Dept., which also has a heavy concentration of workers in downtown Albany offices, currently is surveying some 2,300 of these employees to get their reaction to the program.

Before the new program was instituted, most DMV workers were supposed to report at 8:15 a.m., lunch from 12:30 to 1:00 p.m. and leave at 4:30 p.m. Interestingly, under the name-your-time plan, almost 85 percent of the working force arrives now by eight in the morning.

HOW GOOD IS YOUR DENTAL HEALTH CARE?

CIVIL SERVICE LEADR, Tuesday, September 7, 1971

The State of New York and labor organizations representing various state employees recently inaugurated a new program of employee dental insurance. The dentists in this state applauded this important forward step.

Unfortunately no one discussed this new program with the dentists who are to provide the necessary care before the program was adopted. As a result there are serious defects in your plan and it is not what it should be. Dentists throughout the state have found it exceedingly difficult, if not impossible, to explain to their patients face-to-face what is wrong with the plan.

Buried in the material issued to covered employees is a most important admission. Your dental plan "probably will not pay all of the small bills if you or your family need only routine dental maintenance such as an annual examination and cleaning."

How true!

This is how our plan works:

• The GHDI contract requires "deductibles" of \$50 for an individual and \$150 for a family before agreeing to pay anything. You might reasonably assume that if you paid a dentist \$100 that would meet your \$50 individual "deductible" and give you \$50 as a basis for a claim. Not so. That's not what the fine print says. Example: If you pay the GHDI permitted fee of \$100 for a gold and porcelain crown, your GHDI "value for deductible" will be \$15. (See Outline of Benefits, page 8, in your yellow book.) You can spend \$300 and still not reach your family deductible or even your individual deductible.

• Then, after you have met the GHDI contract's deductible requirement, you still must pay 30% on what is allowed.

• Assume you have spent \$500 and have accumulated \$200 in GHDI "value for deductible." Do you get back \$300? No. GHDI subtracts \$150 from the \$200 "value for deductible." And then, GHDI pays only 70% of that amount. You get back 70% of \$50 — \$35 — against the \$500 you have spent!

What you pay the dentist has nothing to do with the matter. All that counts is the GHDI "value for deductible."

Many families of State employees are finding that they will spend hundreds of dollars for dental care and have no claim against GHDI.

These figures will probably confuse you. You are not alone. These illustrations are simple compared to the booklet distributed to you which is your "certificate" of coverage.

It is no wonder then that so many covered employees are in a state of shock when they learn from their dentists how much they still have to pay for dental care.

The DENTAL SOCIETY of the STATE OF NEW YORK

CONSTITUENT OF THE AMERICAN DENTAL ASSOCIATION
30 EAST FORTY-SECOND STREET, NEW YORK, N. Y. 10017



212-986-3937

April 5, 1971

Hon. Nelson A. Rockefeller
Executive Chamber
Albany, New York 12224

Dear Governor Rockefeller:

Your pride in the new contract with the Group Health Dental Insurance, Inc., under which the State of New York offers partial indemnification for dental care to its civil service employees, is admirable.

I fear, however, that disillusionment lies ahead both for the State and for its employees because there are strong grounds to support the view that what you hail as a "significant new milestone" actually paves the road to sub-standard health care.

This letter is written neither to carp nor to complain. Just the opposite, because the State's enlightened intent deserves encouragement, the purpose of this letter is to alert you to pitfalls you may want to avoid when time comes for renegotiation.

The State employee, under the present contract, faces a Hobson's choice. If he elects to take full economic advantage of the program, he must sacrifice his free choice of dentist. Since there is an inevitable correlation between time and reward for professional services, the employee who opts to save the most money also finds he has compromised with top quality. If, on the other hand, he chooses the best dental care that can be found he finds he has minimized the economic benefit. In either case, the advantages which he has been led to believe he will gain are largely illusory.

It would be unfortunate if such a fine venture were thwarted, turning hope into disillusionment and inhibiting the growth of a health care delivery system which holds great promise for the future.

The fault lies neither with the State nor with dentistry nor, even, with the intentions of the GHDI. Unfortunately, the dental profession was not consulted and the result has been a poorly conceived, poorly constructed GHDI plan.

The Dental Society of the State of New York offers to provide all pertinent data to support the broad contentions outlined in this letter and to consult with you or any State or GHDI officials you may designate so that the shortcomings of this initial contract may be rectified in future contracts.

Sincerely yours,

Percy T. Phillips, D.D.S.
Secretary

Governor Rockefeller does not want you to be misled. That is why he proposed — and signed — a new law that requires full and fair disclosures in the sale of health insurance policies and requires elimination of coverage of no substantial value.

The Dental Society has alerted the State government to the fiasco that it faces under the GHDI dental insurance program for hundreds of thousands of State employees and their dependents. On April 5, 1971, Percy T. Phillips, D.D.S., secretary of the society, wrote the accompanying letter to Governor Rockefeller.

A meeting with Bernard J. Lynch, assistant director, and other representatives of the State Office of Employee Relations, was held June 21. Mr. Lynch said "the session was very enlightening." He indicated that he would be in touch with the Dental Society in connection with any renegotiation of the present dental coverage for State employees.

The Dental Society of the State of New York pledges to the civil service employees of the state that it will continue its efforts to see that you get health insurance of substantial value under a contract that does not deceive and mislead you.

The DENTAL SOCIETY of the STATE OF NEW YORK

30 EAST FORTY-SECOND STREET, NEW YORK, N. Y. 10017



Federal Pay Raises Will Pertain To Varied Office Machine Titles

Eight occupational categories, from the agricultural field to trades of all types, are currently being presented to applicants wanting to enter Federal civil service.

The Leader has compiled a full list of these titles, about which more information may be obtained. Contact the U.S. Civil Service Commission, 26 Federal Plaza, New York, to learn more about locations and requirements for individual openings.

The titles, listed by category, include data on grade levels and agencies in which the vacancies exist. A listing follows:

Agricultural

Agricultural Commodity Grader (Fresh Fruit and Vegetable, Grain and Poultry) GS-5 to 9. No. CH 1-06.

Agricultural Commodity Grader (Meat), GS-5. — Jobs are in Agriculture. No. WAH-014.

Inspector — Meat and Poultry, GS-5. — Jobs are in the Consumer and Marketing Service of the Department of Agriculture. (Written test). No. CH-6-05.

Warehouse Examiner, GS-5 and GS-7. — Jobs are with the Department of Agriculture. (Written test.) No. CH-0-02.

Business

Accountant, Auditor and Internal Revenue Agent, GS-5 to 12. — No. 425.

***Computer Specialist:** Programmer, Systems Analyst, Equipment Analyst, Specialist, GS-7 to GS-12; Operator, Technician, GS-5 to GS-7. No. 420.

#Freight Rate Specialist, GS-7 and GS-9. — Jobs are in Washington, D.C. area, chiefly with the General Accounting Office. No. WA-6-13.

... NOT PEOPLE.
FIREFIGHTERS FIGHT FIRES

Engineering and Scientific

***Federal Jobs in Engineering, Physical Sciences, and Related Professions, GS-5 to GS-15.**

— Engineering, Architecture, Earth Sciences, Mathematical Sciences, Statistics, Patent Examining, Physical Sciences and Related Professions. No. 424.

***Technicians in Engineering and Physical Science: Tech-**

THE PEOPLE OF NEW YORK WHO NEVER FINISHED HIGH SCHOOL

are invited to write for Free Brochure. You can really earn your Diploma as fast as you can do the work—all books furnished. Approved for Veterans Training.

AT HOME IN SPARE TIME

AMERICAN SCHOOL, Dept. 9AP76
New York Office: P.O. Box 201, Pelham, NY 10803
Send me your FREE High School Brochure.

NAME _____ AGE _____
ADDRESS _____ ZIP _____

EVENING COURSES FOR CITY EMPLOYEES MUNICIPAL PERSONNEL PROGRAM

offered by

BRONX COMMUNITY COLLEGE

Office of Evening and Continuing Education

In Cooperation with the

NEW YORK CITY DEPARTMENT OF PERSONNEL

The Fall Semester starts Monday, October 4, 1971

COURSES HELD AT THE BRONX COUNTY COURTHOUSE,
Grand Conc. & 161st St., Bronx, N.Y.

COURSES	DAYS
Public Speaking	Thursday
Beginning Conversational Spanish Sect. I	Monday-Wednesday
Beginning Conversation Spanish Sect. II	Tuesday-Thursday
Speed Reading	Wednesday
Criminal Law and Court Procedures	Monday
Law for the Layman	Tuesday

COURSES HELD AT BRONX COMMUNITY COLLEGE (AND ANNEXES),
120 E. 184th St., Bronx, N.Y.

COURSES	DAYS
Advanced Secretarial Techniques	Wednesday
Developing Your Ability to take A Civil Service Examination	Monday
Building Your Vocabulary	Tuesday
Improving Your Reading Ability	Tuesday-Thursday
Accounting For Non-Accountants	Thursday
American English Grammar and Usage	Wednesday
Arithmetic Needed For Charts, Graphs & Tables	Tuesday
Office Practices and Procedures (Non-Stenographic)	Monday
Essential Principles of Supervision	Monday
Basic Administrative Techniques	Tuesday
Intermediate Spanish	Wednesday
Report Writing For Supervisory Personnel	Wednesday
Essential Principles of Supervision (Advanced)	Thursday
Data Processing Concepts and Procedures	Monday

All Courses held from 6:00 p.m.-8:00 p.m.

FEEES

CONVERSATIONAL SPANISH COURSES \$35.00 — all other courses \$25.00
Tuition free for Municipal Employees in those titles covered by current agreement between the City and employee organizations.

IN PERSON REGISTRATION

September 13, 14, 15 & 16th — 11 A.M. to 7 P.M. at Bronx Community College, Office of Evening and Continuing Education, 2507 Jerome Avenue, Bronx, N.Y. 10468

MAIL REGISTRATION OR BROCHURE REQUEST

Write: Civil Service Courses, Bronx Community College, Office of Evening and Continuing Education,
120 East 184th Street, Bronx, N.Y. 10468
For additional information, telephone 960-8731

nicians in Cartography, Electronics, Engineering, Geodesics, Industrial Engineering,
(Continued on Page 13)

HIGH SCHOOL EQUIVALENCY DIPLOMA

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

* Employment * Promotion
* Advanced Education Training
* Personal Satisfaction
Our Special Intensive 5-Week Course prepares for official exams conducted at regular intervals by N.Y. State Dept. of Education.

ENROLL NOW! Classes Start:
IN MANHATTAN, This Week
Classes Regularly
Mon. & Wed., 5:30 or 7:30 P.M.
IN JAMAICA, This Week
Tues. & Thurs., 5:45 or 7:45 P.M.

SPECIAL SAT. MORNING CLASSES NOW FORMING
Phone or Write for Information

Phone: GR 3-6900

Be our guest at a Free Class
Fill in and bring coupon

DELEHANTY INSTITUTE
115 East 15th St., Manhattan
91-01 Merrick Blvd., Jamaica

Name _____
Address _____
City _____ Zip _____
Admit to One U.S. Equiv. Class

Do You Need A

High School Equivalency Diploma

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

Eastern School AL 4-5029
721 Broadway, NY 3 (at 8 St.)
Please write me free about the
High School Equivalency class.

Name _____
Address _____
Boro _____ LI

High School Equiv. Diploma 5 Week Course -- \$60.

Complete by HOME STUDY or
in EVENING CLASSES. State
approved course. Call or write for
free booklet.

PL 7-0300

Roberts Schools, Dept. L,
517 West 57th St.
New York, N.Y. 10019

THE DELEHANTY INSTITUTE

57 Years of educating over one half million students

POLICE SERGEANT

Classes start September 13

Featuring new "Cassette Training Series"

Meet in New York, Jamaica, Staten Island, Yonkers and Melville

FIRE CAPTAIN

Classes start September 13

Meet in New York, Jamaica, Yonkers and Melville

Enrollment now open for Men & Women

CAPTAIN

CORRECTION DEPT.

Classes Meet Every Wednesdays at 10 AM or 5:30 PM

Enrollment open for next exam

PATROLMAN (N.Y.P.D.)

PATROLMAN (HOUSING)

Class Meets Mondays at 5:30 p.m. or 7:30 p.m.

License classes enrollment now open for
Stationary Engineer * Master Electrician
Refrigeration Mach. Oper.

PRACTICAL VOCATIONAL COURSES

Licensed by State of New York, Approved for Vets

AUTO MECHANIC * DRAFTING RADIO, TV & ELECTRONICS

For information on all courses phone **GR 3-6900**

MANHATTAN: 115 East 15 St., Nr. 4th Ave. (All Subways)
JAMAICA: 89-25 Merrick Blvd., bet Jamaica & Hillside Aves
OFFICE HOURS: Monday to Friday, 9 A.M. to 8 P.M.

SCHOOL DIRECTORY

MONROE INSTITUTE — IBM COURSES Computer Programming, Key punch, IBM-360,
Special PREPARATION FOR CIVIL SERVICE TESTS, Switchboard,
NCR Bookkeeping machine, H.S. EQUIVALENCY, Day & Eve Classes,
EAST TREMONT AVE. & BOSTON RD., BRONX — KI 2-5600
115 EAST FORDHAM ROAD, BRONX — 933-6700
Approved for Vets and Foreign Students. Accred. N.Y. State Dept. of Education

Civil Service LEADER

America's Largest Weekly for Public Employees

Member Audit Bureau of Circulations

Published every Tuesday by

LEADER PUBLICATIONS, INC.

Publishing Office: 669 Atlantic Street, Stamford, Conn. 06902

Business & Editorial Office: 11 Warren Street, New York, N.Y. 10007
212-8Eeckman 3-6010

Bronx Office: 406 149th Street, Bronx, N.Y. 10455

Jerry Finkelstein, Publisher

Paul Kyer, Editor

Joe Deasy, Jr., City Editor

Marvin Baxley, Associate Editor

Barry Lee Coyne, Assistant Editor

N. H. Mager, Business Manager

Advertising Representatives:

ALBANY — Joseph T. Bellow — 303 So. Manning Blvd., IV 2-5474

KINGSTON, N.Y. — Charles Andrews — 239 Wall St., FEderal 8-8350

15c per copy. Subscription Price: \$3.00 to members of the Civil Service Employees Association. \$7.00 to non-members.

TUESDAY, SEPTEMBER 7, 1971

Where Are The Facts?

POLICEMEN, as a rule, are probably more respectful of their superiors in command than members of any other profession, and because of that basic reluctance to criticize the men at the top, some charges by Edward J. Kiernan, president of the Patrolmen's Benevolent Assn., against New York City Police Commissioner Michael V. Murphy bear close scrutiny.

The most serious charge, as far as we are concerned, is that Murphy has been busier promoting an image of anti-corruption in the Police Department than in fighting crime.

This, according to Kiernan, results in the deployment of policemen, badly needed in the rising fight against crime, to the duty of spying on their fellow officers for evidence of infractions of minor rules and with no genuine result in exposure of corruption.

It is indeed disturbing that with the many transfers, demotions, retirements, promotions, etc., announced by Commissioner Murphy, there have been no revelations to date of any real merit or interest concerning corruption in the Police Department.

The result of all this activity, as far as we can see, is to create a bad image for police rank and file at a time when they need public support more than ever before in the war against drugs, muggings, burglaries, etc. Morale is at its lowest point in decades.

We think that Kiernan has every right to demand from Commissioner Murphy a performance of less headlines and more truth.

Working Together

A RECENT mandate from the State to the Niagara County Social Welfare and Health Departments could have resulted in the lay-off of a good number of professional and semi-professional employees as well as the reduction in salary for others.

However, thanks to the quick action of the employees' collective bargaining agent—the Civil Service Employees Assn.—these positions were saved and job reclassifications downward will not affect incumbents.

We commend both the CSEA chapter in Niagara as well as the County Legislature for getting together and solving what could have been a nasty situation.

CIVIL SERVICE TELEVISION

Television programs of interest to civil service employees are broadcast daily over WNYC-TV, Channel 31. This week's programs are listed below. For more details, phone the station at 566-3122.

Tuesday, Sept. 7

1:30 p.m.—Around the Clock—"Fingerprinting Methods." Police Dept. training series.

6:30 p.m.—Return to Nursing—"Comprehensive Nursing Care." Refresher course for nurses.

7:00 p.m.—Around the Clock—"Fingerprinting Methods." Police Dept. training series.

Wednesday, Sept. 8

6:00 p.m.—Return to Nursing—"Comprehensive Nursing Care."

6:30 p.m.—Around the Clock—"Fingerprinting Methods." Police Dept. training series.

7:00 p.m.—On the Job—"Search." Fire Dept. training series.

Thursday, Sept. 9

1:30 p.m.—Around the Clock—"Fingerprinting Methods." Police Dept. training series.

6:30 p.m.—Return to Nursing—"Comprehensive Nursing Care." Refresher course for nurses.

7:00 p.m.—Around the Clock—"Fingerprinting Methods." Police Dept. training series.

9:00 p.m.—The Police Commissioner—A report to the public.

Friday, Sept. 10

1:30 p.m.—Around the Clock—"Fingerprinting Methods." Police Dept. training series.

7:00 p.m.—On the Job—"Search." Fire Dept. training series.

Saturday, Sept. 11

7:00 p.m.—On the Job—"Marine Operations." Fire Dept. training series.



Some people get Social Security before they retire.

Suppose you get hurt, or sick, and won't be able to work for a year or more. Your social security can start paying off after six months, with a check every month until you can work again. If you think social security helps when you retire, you're right. But it's also something you can depend on now.

Whenever you need information, contact any social security office.



Social security pays four benefits: survivors, disability, retirement, and Medicare.

U.S. DEPARTMENT OF HEALTH, EDUCATION, AND WELFARE
Social Security Administration

Civil Service Law & You

By RICHARD GABA



Mr. Gaba is a member of the New York State Bar and chairman of the Labor Law Committee of the Nassau County Bar Assn.

Arbitrating Grievance Procedures

PRIOR TO THE enactment of the Taylor Law, Article 16 of the General Municipal Law mandated minimum standards for grievance procedures concerning non-economic conditions of employment for all public employees with the main exception being those of the administrative board of the Judicial Conference. Arbitration was not one of the steps mandated, and binding arbitration was not permitted. The Taylor Law provided that an employee organization could negotiate for grievance procedures concerning terms and conditions of employment covered by a negotiated agreement. (CSL, Sec. 204). As a result of collective negotiations, agreements have been reached where arbitration is the final step in a contractual grievance procedure.

THE IMPLICATIONS of arbitration as the final step concerned both an appeal to PERB on a charge of improper labor practice and the scope of judicial review. The appeals to PERB and the court may take place before or after the arbitrator's award.

BOTH PERB and the courts have now considered these matters to an extent that a body of law has developed. In a recent decision, PERB has said it will not exercise its improper practice jurisdiction when a contract grievance procedure provides that the ultimate step is binding arbitration. **Matter of Board of Education, Union Free School District No. 3, 4 PERB, 3018.** A more explicit delineation of what can be expected from PERB on this subject is contained in an article by Paul E. Klein, "Recent Developments in Representation and Improper Practices" contained in PERB News, August 1971. In an improper practice decision of a PERB hearing officer, it has already been held that a charge that an arbitrator's award is not being carried out is not the basis for an improper practice charge, since PERB does not have the authority to enforce an arbitrator's award. The recourse for the parties involved is to seek a court order enforcing the arbitrator's award. **Matter of Board of Higher Education of City of New York, 3 PERB, 4513.**

THE COURTS also have considered the effect of an arbitration provision in the grievance procedure and its effect upon their jurisdiction. From the beginning, the courts have applied the same principles existing in the private sector to arbitration provisions in labor agreements in the public sector. Thus, when an employer sought to stay advisory arbitration, the court denied such stay and held that arbitration was permissible under the Taylor Law. **Board of Education, Union Free School District No. 7, 2 PERB, 8002, 8007 (Supt. Ct. Suffolk Co.).** The court did, however, certify what questions were arbitrable pursuant to the contract grievance procedure.

THE COURT pointed out in another case that the mandated grievance procedure of the General Municipal Law and certain provisions of the Education Law do not prohibit arbitration as the final step in a contract grievance procedure. Also, the question of whether or not the matter is arbitrable under a contract grievance procedure should first be submitted to the arbitrator unless there is "... positive assurance that the arbitration clause is not susceptible of an interpretation that covers the asserted dispute. Doubts should be resolved in favor of coverage." **Associated Teachers of Huntington v. Board of Education, Union Free School District No. 3, 60 Misc. 2d 443 (Sup. Ct. Suffolk Co.).** Thus, it would appear that the courts will not review the merits of arbitration until after arbitration, but will review the jurisdiction of the arbitrator before a decision on the merits. cf. **Kaufman v. Goldberg, 315 N.Y.S. 2d 35; Board of Education of Union Free School District No. 3 v. Associated Teachers of Huntington, 62 Misc. 2d 906 (Sup. Ct. Suffolk Co.); Central School District No. 4 of the Town of Brookhaven v. Bellport Teachers Association, N.Y.L.J. (4-28-70 p. 19 (Sup. Ct. Suffolk Co.).**

THE SCOPE of judicial review of an arbitrator's award on the merits is the same in the public sector as it is in the private sector. **Board of Higher Education of City of New York v. United Federation of College Teachers, 4 PERB, 8002.**

THUS, BOTH advisory and binding arbitration as a final step in contract grievance procedures may have serious legal implications which should be taken into account prior to incorporating such provisions in collectively negotiated agreements.

DO DENTAL INSURANCE PLANS DIFFER? YOU BET THEY DO!

LARGE PRINT
OR SMALL PRINT...
IT'S STILL
GHD_i

(Group Health Dental Insurance:
Dental Protection at Its Best)

Here are a few questions that should be answered in comparing programs:

- Are paid-in-full service benefits provided? GHD_i provides **paid-in-full** service benefits **regardless** of your member's income through over 5,000 Participating dentists.
- Are there waiting periods before benefits apply? GHD_i has **no waiting periods** for any condition at any time.
- Are certain "pre-existing" conditions excluded from coverage completely? GHD_i covers pre-existing conditions.
- Are there annual and/or lifetime dollar maximums? GHD_i plans have **no yearly or lifetime dollar maximums**.
- Are commissions payable to salesmen or brokers? GHD_i pays **no sales or brokerage commissions** to anyone at any time.

These are only **some** of the items to compare. When choosing **your** dental plan, ponder the pitfalls. To get all the facts you need to make the best decision for dental benefits for your members—mail coupon below TODAY!



Group Health Dental Insurance, Inc.
The GHI Building
227 West 40th Street
New York, N.Y. 10018

(clip and mail)

To:
Group Health Dental Insurance, Inc.
The GHI Building
227 West 40th Street
New York, N.Y. 10018

You're right! The members of my group need dental insurance. Please have a representative contact me about GHD_i.

(My Name)

(My Title)

(My Union—Local and International)

(Number of Members)

(Address) (Zip)

(Phone)

24 State Promotion Posts Activated For Applications

A newly announced State promotional series is already accepting applications and will continue to do so through Oct. 18.

Written exams for this latest group—a total of 24 titles—are pending Nov. 20.

The bulk of positions fall among three State agencies: Agriculture and Markets, Executive/Parks and Recreation, and Labor Depts.

Other participants in prospective appointments from the Oct. 18 series are: Audit and Control; Department of Transportation; Environmental Conservation and Health.

Prime focus goes to titles such as park superintendent, municipal affairs examiner, farm products inspector and construction safety inspector.

Detailed information about any of the promotional posts can be gotten from two sources—either at the agency's personnel office or, alternately, through the State Civil Service Dept., 1220 Washington Ave., Albany 12226.

Below there follows a summary list of titles, grades, appointing agencies and qualifying titles to compete:

Exam No. 34-583: Senior marketing representative/G-15/Agriculture and Markets. Open to permanent farm product inspectors.

Exam No. 34-584: Associate marketing representative/G-10/Agriculture and Markets. Open to permanent senior farm inspectors as well as senior marketing representatives.

Exam No. 34-585: Chief marketing representative/G-22/Agriculture and Markets. Open to permanent supervising farm product inspectors as well as associate marketing representatives.

Exam No. 34-586: Supervising farm products inspector/G-19/Agriculture and Markets. Same qualifications as associate marketing representative.

Exam No. 34-587: Senior farm products inspector/G-16/Agriculture and Markets. Same qualifications as senior marketing representative.

Exam No. 34-594: Supervising construction safety inspector/G-20/Labor Dept. Open to permanent associate construction safety inspectors.

Exam No. 34-604: Assistant superintendent, Bethpage State Park/G-22/Executive Dept. Open to permanent G-17 titleholders in management, engineering, maintenance or park operation titles.

Exam No. 34-605: Associate construction safety inspector/G-18/Labor Dept. Open to senior construction safety inspectors with one year seniority; also, construction safety inspectors with five years of tenure.

Exam No. 34-606: Senior construction safety inspector/G-16/Labor Dept. Open to permanent construction safety inspectors, including mine specialities.

Park Supt. Positions

Exam No. 34-608: Park superintendent "A"/G-20/Executive Dept. Open to G-17 titleholders in management, engineering, maintenance or park operation titles.

Exam No. 34-609: Park superintendent "B"/G-17/Executive Dept. Open to G-15 titleholders in management, engineering, maintenance or park operation titles.

Exam No. 34-610: Park superintendent "C"/G-15/Executive Dept. Open to G-12 titleholders in management, engineering, maintenance or park operation titles.

Exam No. 34-611: Park superintendent "D"/G-12/Executive Dept. Open to G-8 titleholders in management, engineering, maintenance or park operation titles.

Exam No. 34-612: Senior civil engineer—traffic/G-23/DOT. Open to G-19 titleholders in engineering positions; professional license required.

Seek Traffic Capt.

Exam No. 34-615: Traffic and park captain/G-21/Executive Dept. Open to traffic and park lieutenants with two years of tenure.

Exam No. 34-616: Supervisor of park operation/G-23/Executive Dept. Open to G-17 titleholders in management, engineering, maintenance or park operation titles.

Exam No. 34-619: Senior examiner, municipal affairs/G-18/Audit and Control. Open to examiners of municipal research and municipal research assistants with six months of seniority.

Exam No. 34-620: Assistant regional park manager/G-25/Executive Dept. Open to G-19 titleholders with year of tenure

and G-17 titleholders with two years of tenure in areas similar to Exam No. 34-616.

Exam No. 34-622: General park superintendent/G-23/Environmental Conservation. Open to permanent supervisors of park operations as well as park superintendents in the "B" category.

Audit Posts, Also

Exam No. 34-623: Associate examiner, municipal affairs/G-23/Audit and Control. Open to senior examiners of municipal affairs as well as senior municipal research assistants.

Exam No. 34-624: Principal examiner, municipal affairs/G-27/Audit and Control. Open to associate examiners of municipal affairs as well as senior research analysts of municipal research.

Exam No. 34-626: Principal industrial engineer/G-31/Labor Dept. Open to permanent associate industrial engineers.

Exam No. 33-750: Assistant director, general engineering and radiological health/G-29, and principal sanitary engineer/G-31 Health Dept. Open to permanent associate sanitary engineers and associate radiological health engineers; 18 months of seniority is required.

Ask for the job bulletin with the appropriate exam number to gain further information on the test content for the title you wish to compete for.

13-Title Series Closing

Finale To Arrive Sept. 13 For State Promotion Jobs

Some 13 State promotional posts are presently facing a Sept. 13 deadline, the Department of Civil Service announces. Three of the titles are interdepartmental, and five State agencies will set up departmental lists.

With the exception of district claims manager/State Insurance Fund, all positions will utilize a written test, set for Oct. 16. The projected scope of each test is contained in the exam notice. Detailed data may be secured from the personnel office of any State agency.

A list of available promotional posts and the relevant requirements follow:

POST/GRADE LEVEL	REQUIREMENTS TO MEET
Sr. Actuarial Clerk/G-9 (Interdepartmental)	Three months in clerical position allocated to G-3 or higher.
Prin. Actuarial Clerk/G-12 (Interdepartmental)	Three months as senior actuarial clerk or senior statistical clerk.
Stationary Engineer/G-12 (Interdepartmental)	Three months as steam fireman.
Actuarial Clerk, Head/G16 (Audit and Control)	Six months as principal actuarial clerk within the Department.
Asst. Civil Engineer—Materials/G-19 (DOT)	One year in engineering or drafting title at the G-15 level.
Asst. Civil Engineer—Research/G-19 (DOT)	One year in engineering or drafting title at the G-15 level.
Sr. Civil Engineer—Materials/G-23 (DOT)	One year in engineering or drafting title at the G-19 level.
Sr. Civil Engineer—Research/G-23 (DOT)	One year in engineering or drafting title at the G-19 level.
Asst. in School Financial Aid/G-22 (Education)	One year as permanent education aide or education finance aide. Oral exam set.
Gen. Park/Parkway Foreman G-14 (Executive Dept.)	One year as parkway foreman; park superintendents D, E, F; assistant supt. of park operations; other related titles.
Engineering Contract Spec. G-29 (DOT)	Two years in engineering title at the G-27 level plus professional license.
Asst. Dir. of Housing Engineering G-29 (Div. of Housing)	One year in engineering or architecture title at the G-27 level.
Insurance Fund Dist. Manager G-23 (State Insur. Fund)	One year as assistant compensation claims examiner.



ST. LAWRENCE ADIEU — Bidding good-bye to St. Lawrence State Hospital to assume a new post at Rockland State Hospital, plant superintendent John E. Schnebly, center, receives a farewell gift: a tape recorder. Presenting the gift, left, is Charles Williams, principal stationary engineer, as Dr. Lee D. Hanes, hospital director, looks on.

Bonanza For 7 Members Of State Retirement System Chap.—Top Lottery Winners

ALBANY—The seven "lucky ladies" who captured the top 'million dollar' prize in the New York State Lottery last week, all State Retirement System employees in Albany, and members of the Civil Service Employees Assn., are being surrounded these days by friends and co-workers who share in the exhilaration of their win.

The winners, Margaret Keyes of Troy, Eva Ulmer of Castleton, Mary Luther of Colonie, Betty Healey and Mary Agnes McGivern of Watervliet, Helene Dana of Albany, and Anna Moore of Mechanicville, are all clerical employees of the Retirement System.

Immediate reactions to their good fortune ranged from Mary Agnes McGivern's tears of joy to Margaret Keyes' excited screams of, "I just knew I'd win it!"

Among the countless messages of congratulations to the seven was a note from CSEA president Theodore C. Wenzl, who wrote that he was "delighted to hear of this wonderfully happy turn of events and would like to convey to each of you my warmest

congratulations. I am doubly pleased, of course, that you're all members of the organization that I'm fortunate to head, the Civil Service Employees Assn.

"In short, my feelings are that when someone wins a valuable reward of this sort, it couldn't happen to nicer people, than hard-working State employees and members of CSEA."

Although several of the winners are eligible for retirement, most said that they would continue to work at the Retirement System "for the time being, anyway."

CSEA To Vie For Bargaining Rights In Frontier Schools

BUFFALO—The Civil Service Employees Assn. has put in a bid for bargaining representative status for the more than 150 employees of the Frontier School District. The election is set for Sept. 17 from 1 to 4:30 p.m. in the lobby of the auditorium of the Frontier Central Senior High School.

Robert Milling, CSEA field representative in Erie County, predicted a victory for CSEA.

"Other unions have attempted to get elected and have failed. However, we feel that CSEA's record of service to school district employees has convinced the employees here that CSEA can do a lot for them."

If CSEA is voted in by the employees, a Frontier School District CSEA unit will be formed with its own elected officers, as a part of the Erie County chapter.

Clambake Season For Utica Area

(From Leader Correspondent)

UTICA—The month of August brought annual clambakes to several hundred Civil Service Employees Assn. members in the Utica-Rome area. Aug. 14 was the date for members of the Utica State chapter to hold their Summer outing. It took place at the Greenfield Fish and Game Club in the Town of Deerfield a few minutes drive north of the City of Utica. Chapter president Phil Caruso displayed more of his many talents by doing the chef chores, along with several able assistants.

The following Saturday, Aug. 21, saw members of the Marcy State Hospital chapter converge on Stanley's Grove in the town of Marcy, again just a short distance from the "Handshake City" for an afternoon of feasting and fun.

Dr. Theodore C. Wenzl, CSEA president, put in an appearance at the Marcy State chapter affair. President of the Marcy State chapter is William Deck.

BUY U.S. BONDS

CSEA Elects New State Officers

(Continued from Page 1)
officers' ranks and also the new members on CSEA Board of Directors.

"I am confident that the leaders chosen by the CSEA membership will form an effective team to guide CSEA in the difficult times ahead.

"Now that these elections are concluded, I call upon all of the candidates to close ranks and unite for the common good. Those who were unsuccessful in their quest for elective office brought out many worthwhile issues during the campaign and generated considerable interest in CSEA among the membership.

"I know, because of their dedication to CSEA that they will continue to be both effective and constructive in the unpredictable future."

Wenzl defeated Irving Flaumenbaum, incumbent first vice-president of CSEA and president of the organization's 18,000-member Nassau County chapter.

In the races for five vice-presidencies and the positions of secretary and treasurer, the results were as follows:

FIRST VICE-PRESIDENT — Thomas McDonough of the Albany Motor Vehicles chapter.



THOMAS McDONOUGH

SECOND VICE-PRESIDENT — A. Victor Costa of the Albany Workmen's Compensation Board.



A. VICTOR COSTA

THIRD VICE-PRESIDENT — Richard A. Tarmey of the Montgomery County Department of Social Services.

Appoint Perkins

The Governor's Office has announced the recess reappointment of Mrs. George W. Perkins, of Cold Spring, to the Palisades Interstate Park Commission for a term ending in 1976. There is no salary.



RICHARD TARMEY

FOURTH VICE-PRESIDENT — William McGowan of West Seneca State School.

FIFTH VICE-PRESIDENT — Hazel Abrams of the State Education Dept.



WILLIAM MCGOWAN

SECRETARY — Dorothy MacTavish of the Court of Claims in Albany.



HAZEL ABRAMS

SECRETARY — Dorothy MacTavish of the Court of Claims in Albany.



DOROTHY MACTAVISH

Tavish of the Court of Claims in Albany.

Departmental Representative Election Results

At Leader presstime, results were announced for the following departmental representative elections to the Executive Board of the Civil Service Employees Assn.:

Agriculture & Markets—William F. Kuehn, Albany.

Audit and Control — Harold J. Ryan, Jr., Albany.

Authorities — Vito Dandreaano, Amsterdam.

Banking — Victor V. Peschl, New York City.

Civil Service — David Keith, Albany.

Commerce — Emil J. Spiak, Albany.

Environmental Conservation — Jimmy L. Gamble, Albany.

Correctional Services — Jack Welsz, New York City.

Education — Robert B. Carruthers, Albany.

Health — Ernst Stroebe, Albany.

Insurance — Solomon Bendet, New York City.

Judiciary — Sol G. Summer, New York City.

Labor — Vincent F. Rubano, New York City.

Law — Harry L. Ginsburg, Albany.

Legislative — John T. Perkinson, Albany.

Mental Hygiene - West & Central — William L. McGowan, West Seneca.

Mental Hygiene - Capital & Southern — Anna M. Bessette.

Mental Hygiene - Metropolitan — Ronnie A. Smith.

Mental Hygiene - Long Island — Julia E. Duffy.

Motor Vehicle — Thomas H. McDonough, Albany.

Public Service — Michael S. Sewek, New York City.

State — Bernard Silberman, Albany.

Tax and Finance — Jack Dougherty, Albany.

Transportation — Timothy J. McInerney, Albany.

Universities — Edward G. Dudek, Buffalo.

Results of the departmental elections for Social Service and Executive will be announced in the near future.



F. JOHN GALLAGHER

TREASURER — F. John Gallagher of the Syracuse Thruway Division.

The newly elected officers will be installed during the banquet ending the annual convention of the Employees Assn. being held this week at the Waldorf-Astoria Hotel in New York City.

Syracuse Aides Expected To Reject AFSCME Bid In Balloting September 23

SYRACUSE—White-collar employees of the City of Syracuse will vote Thursday, Sept. 23, in both City Hall and the Public Safety Building, for an employee union to represent them in negotiations. Balloting will be from 8:30 a.m. to 6 p.m.

A spokesman for the Civil Service Employees Assn., which now represents the unit, said he expects CSEA to "cream" its opponent, the American Federation of State, County and Municipal Employees.

"The issues in this campaign are many," said the spokesman, "but they boil down to this: CSEA has proved beyond a doubt that it is the only union that fights to protect employees from the harassment of management and to protect their jobs.

"We have documented dozens of cases in the City of Syracuse just in the last few months, where the City tried to dismiss employees or treat them unjustly," he said. "In every case, CSEA stepped in and made sure that the employee kept his job at the same salary and that he

gained justice. The employees know this and I am confident that they will vote for CSEA in the election."

The spokesman noted also that AFSCME currently represents the blue-collar employees in the City. "Blue-collar workers have had a taste of AFSCME representation and they are not happy," he said. "It is obvious that the AFSCME blue-collar leadership is in cahoots with the Mayor of Syracuse and that employees are getting the raw end of the deal. Many blue-collar employees have been fired or harassed by the City and AFSCME has done nothing to defend them. White-collar employees have learned from this example that AFSCME is not the kind of tough labor union that they need to protect their interests."

Niagara Chapter Victory

(Continued from Page 1)
Stenzel indicated that a transitional period in the Social Services Dept. will result in 26 caseworkers left in the department at the end of three years. The department now has 48 caseworkers. It once had 66.

Hiring Frozen
Milling indicated that no new caseworkers will be hired during the transitional period. Milling also pointed out that caseworkers reclassified as examiners will get their former jobs back if further caseworkers are needed in the future.

And, even though reclassified, Milling explained, examiners "will receive the same salary and increments as if they had been continuously employed in the caseworker position."

Stenzel noted that the County hopes to eventually save money through the reclassifications by hiring at lower pay scales replacements for persons lost through attrition and being paid at the higher scales.

Milling said the procedure adopted by the County was one of two suggested by the State Department of Social Services. The other procedure was to abolish a certain number of caseworker jobs, then fill needed caseworker positions from a preferred list, while creating the examiner positions.

Doyle Explains Plan
Doyle said clerks affected by the reclassification were principal clerks Grade 6 downgraded to typist Grade 2, and a senior stenographer in the Health Dept. dropped from Grade 6 to Grade 3.

The affected clerks, Doyle pointed out, were promised their same pay and present increments and were eligible for promotion.

But, he added, an employee might have to take a job in another office to keep the higher pay.

He explained: "For example, if you were cut from a clerk Grade 10 to a clerk Grade 6, you will still receive the pay and increments of the higher

grade. If you work in the Lockport office, however, and a position for a Grade 10 clerk opens up in the Niagara Falls office, you will have to take that position if it is offered to you. If you don't take it, you will be allowed to stay in the Lockport office, but your pay will be cut to the Grade 6 level."

Syracuse Chapter Opens Office With Toll-Free Phones

(From Leader Correspondent)
SYRACUSE — Syracuse chapter of the Civil Service Employees Assn. has opened an office directly behind the State Office Building downtown.

Richard E. Cleary, chapter president, said the office will be manned from 9 a.m. to 3:30 p.m. daily—although it is manned on a limited basis now.

A telephone answering service with toll-free telephone numbers in Onondaga, Cayuga and Seneca Counties, has been provided to take calls after normal working hours and relay them to the chapter office or to a field representative, he said.

All State and other governmental units' employees in the Central New York area are eligible to use the service, Cleary said.

Metro Conference

(Continued from Page 1)
Park Inn, 214 Jericho Turnpike, Randolph V. Jacobs, Conference president, announced last week.

In addition to the regular agenda, James Featherstonhaugh, CSEA assistant counsel, will give a briefing on the status of confidential and managerial class employees in State service and will clarify changes by the Public Employment Relations Board regarding its rules.

Jacobs announced the session would be a luncheon meeting.

Filing Will Start For Quantitative Analyst Positions

Qualifications for quantitative analyst titles have just been released by the City Personnel Dept., calling basically for a college degree plus moderate experience. Filing embarked on Thursday, Sept. 2, lasting until Sept. 22.

The \$12,450 quantitative analyst post requires that you take your baccalaureate in engineering, management science, math, operations research, physics, or a related major. The experience proviso points to having one year in modern quantitative analytic techniques. Operations research and cost analysis are provided as typical examples.

The principal analyst title pays \$17,600-up under the managerial pay plan, and asks five years of the aforementioned experience in addition to the baccalaureate. A master's degree

plus four years of similar experience will substitute, as will a doctorate and two years of pertinent job history as indicated.

The Senior Title

Senior quantitative analyst vacancies also exist, offering \$14,375 at the start. Besides the bachelor's degree, two years of exposure to analytic techniques is requisite. Candidates possessing a master's degree need supply only a single year of experience.

The various exam notices list job duties, test content and other valuable information. Tentatively, a written test is being planned for Oct. 30, consisting of a multiple-choice and essay portion. Elementary calculus and statistics are among prospective areas to be quizzed.

Visit the City Personnel Dept. at 49 Thomas St., Manhattan, to obtain your application. While there, you may secure an exam notice as well.

Ringling The Bell

Exam No. 0070 produced a list of 91 candidates summoned.

Practical Nurse School Planning New Approach

Rapid changes are taking place at Central School for Practical Nurses. It is devoting all its efforts to upgrading nurses aides to practical nurses.

Approximately 250 nurses aides from Corporation and voluntary hospitals will be admitted annually to the 15-month work/study program. Mrs. Lyda Boddie and her faculty are using an experimental approach to student and curriculum development.

In addition, the basic aide training course has been revised to articulate with the practical nurse education program.

Bronx Municipal: Let's Tape Lectures

Bronx Municipal Hospital Center recently taped all of its pharmacology lectures and developed worksheets to be used with the tapes.

This provides extra time for class discussion and individual guidance. In addition, a pharmacology workbook which features patient-centered studies, stressing pharmacology problems, has been devised.

Bellevue Brings New Skills To Technicians

Bellevue Hospital Center has developed a medical-surgical nursing technicians course designed to upgrade skills and knowledge in the nursing care of the acutely ill patient.

Its objective is to prepare nursing technicians to assist, supplement and support professional nurse care in those areas. Nineteen nurses aides have completed the first six weeks of their six-month program.

On U/I Advisory Body

Lawrence M. Rosenberg of NYC has been picked as a member of the State Advisory Council on Employment and Unemployment Insurance and designated as chairman of that body.

Nonresident Applicants Welcomed In Rockland

Rockland County continues to conduct widespread recruiting for 15 open-competitive titles covering a wide span of occupations.

Nonresidents of Rockland, it was emphasized, are eligible to compete. The roster provided below may be of particular interest to recent State and City provisional layoffs who wish to remain in the public employment sector.

The bulk of available opportunities deal with either public health or social services. Salaries vary by title, going from \$7,480 to \$19,800.

The open positions are on a continuous-recruitment basis. They all require specialized training and/or education, of an amount specified in the job bulletin. Potential applicants desiring more information may contact: Rockland Personnel Office, County Office Bldg., New City 10956.

A roster of the specified titles follows:

- Assistant Public Health Engineer — \$11,602
- Tabulator Equipment Operator — \$5,125
- Director, Drug Abuse Treatment—\$19,800
- Occupational Therapist — \$8,654
- Nutritionist — \$10,046
- Information Specialist — \$8,654
- Health Technician Trainee — \$7,480
- Rehabilitation Technician — \$7,862
- Psychiatric Social Worker — \$10,046
- Sr. Social Worker/Public Health—\$11,057
- Superintendent/Buildings II — \$10,046
- Director of Social Services — \$12,176

- Psychologist/Children — \$14,087
- Psychologist — \$14,087
- Personnel Administrator — \$18,151

Something is after Jessica. Something very cold, very wet... and very dead.



Paramount Pictures Presents A Charles B. Moss, Jr. Production

"Let's Scare Jessica To Death"
 Written by Norman Jones and Ralph Rose
 Produced by Charles B. Moss, Jr. Directed by John Hancock
 Color A Paramount Picture

CRITERION / JULY 1
 15 Canal St. - JU2-7795-6 / 3rd Ave & 83rd - 249-2808

We don't just cover stories. We uncover them.

1010 WINS GROUP
 All News. All The Time.

GOURMET'S GUIDE
 PERSIAN • ITALIAN • AMERICAN
TEHERAN 43 W. 44TH ST., NEW YORK, No. 1 COCKTAIL LOUNGE FOR FREE HORS D'OEURES — LUNCHEON-DINNER.

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

FOLLOW THE LEADER REGULARLY!

Here is the newspaper that tells you about what is happening in civil service, what is happening to the job you have and the job you want. Make sure you don't miss a single issue. Enter your subscription now. The price is \$7.00. That brings you 52 issues of the Civil Service Leader, filled with the government job news you want. You can subscribe on the coupon below:

CIVIL SERVICE LEADER
 11 Warren Street
 New York, New York 10007

I enclose \$7.00 (check or money order for a year's subscription to the Civil Service Leader. Please enter the name listed below:

NAME _____
 ADDRESS _____ Zip Code _____

ICEBREAKER COMPUTER DATING AT ITS BEST

- Members are friendly, interesting, educated people who look forward to meeting you.
- Run by social science experts.
- Fun and Inexpensive.

ICEBREAKER INC. Dept. C.L.
 1966 Broadway
 New York, N.Y. 10023

Please send free questionnaire

Name _____
 Address _____
 City _____ State _____ Zip _____

TYPEWRITER ADDERS

MIMIOS ADDRESSERS, STENOGRAPHS for sale and rent, 1,000 others. Low-Low Prices

ALL LANGUAGES TYPEWRITER CO., Inc.
 119 W. 23 St. (W. of 6th Ave.) NY, NY
 CHelsea 3-9086

NEW THINKING FROM BELL & HOWELL

the new SLIDE CUBE™ PROJECTOR
 a revolutionary new concept in color-slide projection and slide storage

Bell & Howell's new Slide Cube Projector combines modern styling with innovative design! Compact Slide Cube keeps slides in exact order. Stores 640 slides in the same space as one bulky round tray... at a fraction of the cost.

Other features include a long life quartz-halogen lamp, slide recall, lens elevation, and easy access to slide changing mechanism. Some models include AUTOMATIC FOCUSING.

SEE IT DEMONSTRATED TODAY!

BONDY EXPORT CO.
 40 CANAL STREET
 NEW YORK CITY

THE SLIDE CUBE — compact, dust-proof, holds 40 cardboard-mounted slides ready for instant showing.

MODERN STYLING — blends with any decor, compact size only 9" x 9" x 8".

Men May Compete, Also

Resume City Parking Agent Test Next Week

Brace yourself for next Tuesday, Sept. 14, if you're planning to take advantage of the parking enforcement agent test's resumption.

The post, sometimes known as "meter maid" because it was originally for women only, is now open to men as well. As in the past, a walk-in test will be given on the second and fourth Tuesdays monthly, beginning at 9 a.m.

Test content consists of material on vocabulary, reading, and number and letter comparisons. Candidates must appear at the stipulated time at the Personnel Dept. test center, 55 Worth St. Manhattan.

A passing grade of 70 percent is noted; those who pass are then subject to a comprehensive physical exam. Two subsets of physical dexterity are also in the wings. One involves a standing broadjump of 3½ feet; the other, scaling a vaultbox and running through a maze of obstacles.

Qualifications Asked
Prior to taking any portion of the exam, certain qualifications must be met. Insofar as schooling, candidates will need a high school diploma or equivalency. A valid State driver's license is necessary, too.

Age restrictions limit candidacy to persons between 21 and 40, with the exception of war veterans. They may deduct their years of service in computing their age.

Parking enforcement agents can start out at \$6,300 and rise to the \$7,350 plateau. Also, they can receive \$150 in annual costs toward maintaining uniforms,

Nassau Issues Call For More Custodial Help

Nassau County needs custodial help, reveals the County Civil Service Commission. Six months of experience in a related field is adequate.

Among acceptable fields: carpenter, electrician, plumber, mechanic or steam fireman. Direct work history as a custodian will likewise qualify you, but the minimum span here is a full year.

Aside from Nassau residents, others living in any of the counties on Long Island may seek this post. Thus, persons from Suffolk, Queens and Kings County can file. One year of residency in the aforementioned counties is required.

The Commission notes, however, that "preference in successful candidates who have been legal residents of Nassau County for the period mentioned above or specific school districts." While starting pay differs among districts, \$5,000 was cited as the typical wage offered.

An open-continuous title, custodian, will provide for written exams throughout the year.

Applications may be obtained in person. Also, you may receive mail entry by enclosing a legal sized stamped, self-addressed envelope. Write to: County Civil Service Commission, 140 Old Country Rd., Mineola, L.I. 11501.

Steuben March Slated

A parade is in the wings for Sept. 18, with the Sanitation Dept. Steuben Assn. to participate that day. Marchers will assemble at 12:30 p.m. at 61st St. and Fifth Ave., Manhattan, to salute Steuben Day.

LEGAL NOTICE

At a Special Term, Part II of the Supreme Court of the State of New York, held in and for the County of New York, at the Courthouse located at 60 Centre Street, City, County and State of New York, on the 9th day of August, 1971.
PRESENT: HON. FRANCIS J. BLOUSTEIN, Justice.
W. KOTKES & SON, INC., Plaintiff, against CECIL KNITS LTD., Defendant. Index No. 16360/71. — ORDER FOR SERVICE OF SUMMONS BY PUBLICATION.

Upon reading and filing the summons and verified complaint in this action, the said complaint showing a cause of action for recovery of damages resulting from defendant's breach of contract to sell certain goods to the plaintiff, and upon the affidavit of James H. Goodfriend, sworn to the 3rd day of August, 1971, by which the plaintiff has made proof to my satisfaction that defendant cannot be served by any other prescribed method of service, and it appearing that a levy upon the defendant's property has been made pursuant to an order of attachment granted in this action as provided in CPLR §314(2):

NOW, on motion of Tenzer, Greenblatt, Fallon & Kaplan, attorneys for plaintiff, it is

ORDERED, that service of the summons in the above-entitled action upon the defendant, Cecil Knit Ltd., be made by publication thereof in accordance with CPLR §316 in two newspapers, at least one in the English language viz: in the New York Law Journal and Civil Service Leader, both published in the City, County and State of New York, hereby designated as being most likely to give notice to said defendant, once in each week for four successive weeks, together with a notice to the defendant and brief statement of the object of the action; and it is further

ORDERED, that the summons, complaint, order and papers on which this order is based be filed on or before the first day of publication and that the first publication be made pursuant to Section 6213 CPLR; and it is further

ORDERED, that on or before the day of the first publication as aforesaid the plaintiff deposit in a post office or in any post office post or official depository under the exclusive care and custody of the United States Post Office Department in the City, County and State of New York, a copy of the summons and notice of publication required by CPLR §316, properly enclosed in a post-paid wrapper directed to the said Cecil Knits Ltd., the defendant herein, at Shalom Tower, Tel Aviv, Israel.

ENTER
F.J.B.
J.S.C.
Filed:
Aug. 9, 1971.

LEGAL NOTICE

SUPREME COURT OF THE STATE OF NEW YORK, COUNTY OF NEW YORK.
W. KOTKES & SON, INC., Plaintiff against CECIL KNITS LTD., Defendant.

Index No. 16360/71. — Plaintiff designates New York County as the place of trial. — The basis of the venue is Plaintiff's residence.
SUMMONS — Plaintiff resides at 1350 Broadway, New York, N.Y.
To the above named Defendant

YOU ARE HEREBY SUMMONED to answer the complaint in this action and to serve a copy of your answer, or, if the complaint is not served with this summons, to serve a notice of appearance, on the Plaintiff's Attorney(s) within 20 days after the service of this summons exclusive of the day of service) or within 30 days after the service is complete if this summons is not personally delivered to you within the State of New York; and in case of your failure to appear or answer, judgment will be taken against you by default for the relief demanded in the complaint.
Dated, New York, N.Y.
July 21, 1971.

TENZER, GREENBLATT, FALLON & KAPLAN, Attorney(s) for Plaintiff
Office and Post Office Address
235 East 42nd Street,
New York, N.Y. 10017
867-0800

Defendant's Residence
Shalom Tower,
Tel-Aviv, Israel

SUPREME COURT OF THE STATE OF NEW YORK, COUNTY OF NEW YORK.

W. KOTKES & SON, INC., Plaintiff, against CECIL KNITS LTD., Defendant.
NOTICE OF PUBLICATION PURSUANT TO CPLR §316. — Index No. 16360/71.

TO: CECIL KNITS LTD.
The foregoing summons is served upon you by publication pursuant to an order of the Honorable Francis J. Bloustein, a Justice of the Supreme Court of the State of New York, dated the 9th day of August, 1971, and filed with the complaint and other papers in the office of the Clerk of the County of New York at 60 Centre Street, Borough of Manhattan, City and State of New York.

The object of this action is for recovery of damages resulting from the breach by the defendant of its contract to deliver to plaintiff a certain quantity of double knit fabric piece goods in that the goods so delivered failed to conform to the samples theretofore supplied by the defendant, differing in color, weight and finish, quality of fabric and pattern.
Dated: August 19, 1971

TENZER, GREENBLATT, FALLON & KAPLAN, Attorney(s) for Plaintiff
Office and Post Office Address
235 East 42nd Street,
New York, N.Y. 10017
867-0800

which are purchased at the applicant's expense. Promotional opportunities may lead to senior parking agent at \$7,100-9,065, or eventually, to assistant director of parking enforcement agents. That post currently begins at \$11,650.

Rotation Policy

Parking agents usually work a 40-hour week, rotating on weekends and holidays when need be. Duties include foot patrol to assigned areas, ticketing vehicles which are illegally parked, stopped or standing at meters. Cars or trucks found in taxi or bus stop zones may also be ticketed. Reports of inoperative or missing meters round out the main responsibilities given to appointees.

Advance copies of the bulletin—Exam Notice No. 1047—may be gotten in person or by mail through the City Personnel Dept., 49 Thomas St., New York 10013. For further information, phone 566-8700.

L.I. Launches Campaign For Rec Workers

A pair of posts in recreation work have been pointed out by the Suffolk County Civil Service Dept. in Riverhead. Applicants need not live locally.

Usual salary runs from \$3 an hour for recreation leaders; from \$3.40 hourly for the senior leader title. Both posts ask applicants for either an associate's degree or completion of 60 credits toward a B.S. in physical education or a related major.

Added to requirements for senior rec leader are an additional 30 relevant credit hours; a year of full-time experience may substitute, however.

Testing takes place twice each weekday, at 9 a.m. and 12:45 p.m. Prospective topics to be covered: recreation principles; games and activities; sporting rules and regulations, and first aid and safety. Questions on public relations and supervision may also be posed. Failures must wait a month for retests.

In addition to the County Center in Riverhead, a second test center has been added, located in East Northport. For details and advance data, call the County CSD at 516-727-4700.

Sydenham Sets Step To Technician Title

Sydenham Hospital will be the first Corporation hospital to prepare nurses aides to become technicians with the family health care center.

Eight nurses aides will begin a six-month training program in July in preparation for working with families in the community. Miss Brenda Bennett is heading the nursing program.

TO HELP YOU PASS GET THE ARCO STUDY BOOK

BOOKS	PRICES
Accountant Auditor	5.00
Administrative Assistant Officer	5.00
Assessor Appraiser (Real Estate)	5.00
Attendant	3.00
Attorney	5.00
Auto Machinist	4.00
Auto Mechanic	5.00
Beginning Office Worker	5.00
Beverage Control Invest.	4.00
Bookkeeper Account Clerk	4.00
Bridge & Tunnel Officer	4.00
Bus Maintainer — Group B	4.00
Bus Operator	5.00
Buyer Purchasing Agent	4.00
Captain Fire Dept.	6.00
Captain P.D.	6.00
City Planner	4.00
Civil Engineer	5.00
Civil Service Arith. & Vocabulary	3.00
Civil Service Handbook	1.00
Clerk N.Y. City	4.00
Clerk GS. 4-7	5.00
Complete Guide to C.S. Jobs	1.00
Computer Programmer	5.00
Const. Supv. & Inspec.	5.00
Correction Officer	5.00
Court Officer	5.00
Dietitian	5.00
Electrician	5.00
Electrical Engineer	5.00
Engineering Aide	4.00
Federal Service Ent. Exam	4.00
Fingerprint Technician	4.00
Fireman, F.D.	5.00
Fireman in all State O.P.	4.00
Foreman	5.00
General Entrance Series	4.00
General Test Pract. for 92 U.S. Jobs	4.00
H.S. Diploma Tests	4.00
High School Entrance & Scholarship Test	3.00
H.S. Entrance Examinations	4.00
Homestudy Course for C.S.	5.00
How to get a job Overseas	3.00
Hospital Attendant	4.00
Housing Assistant	5.00
Investigator-Inspector	5.00
Janitor Custodian	5.00
Laboratory Aide	4.00
Lt. Fire Dept.	5.00
Lt. Police Dept.	6.00
Librarian	4.00
Machinists Helper	5.00
Maintenance Man	4.00
Maintainer Helper A & C	4.00
Maintainer Helper Group B	4.00
Maintainer Helper Group D	5.00
Management & Administration Quizzer	5.00
Mechanical Engineer	4.00
Motor Vehicle License Examiner	5.00
Motor Vehicle Operator	4.00
Notary Public	4.00
Nurse (Practical & Public Health)	5.00
Parking Enforcement Agent	4.00
Prob. & Parole Officer	6.00
Patrolman (Police Dept. Trainee)	5.00
Personnel Assistant	4.00
Pharmacists License Test	4.00
Playground Director — Recreation Leader	4.00
Policewoman	4.00
Postmaster	5.00
Post Office Clerk Carrier	4.00
Post Office Motor Vehicle Operator	4.00
Preliminary Practice for the H.S. Equivalency Diploma Test	4.00
Principal Clerk-Steno	5.00
Probation & Parole Officer	6.00
Professional Career Tests N.Y.S.	5.00
Professional Trainee Admin. Aide	5.00
Public Health Sanitarian	5.00
Railroad Clerk	4.00
Real Estate Manager	4.00
Sanitation Man	4.00
School Secretary	4.00
Sergeant P.D.	5.00
Senior Clerical Series	5.00
Social Case Worker	5.00
Staff Attendant & Sr. Attendant	4.00
Stationary Eng. & Fireman	4.00
Storekeeper Stockman	4.00
Supervision Course	5.00
Transit Patrolman	4.00

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

ORDER DIRECT — MAIL COUPON

80c for 24 hours special delivery

LEADER BOOK STORE
11 Warren St., New York, N.Y. 10007

Please send me _____ copies of books checked above.
I enclose check or money order for \$ _____

Name _____

Address _____

City _____ State _____
Be sure to include 7% Sales Tax

Aide Category Attracting Numerous Ghetto Youths; Schedule \$5,750 Salary

An annual salary of \$5,750 awaits some 800 male youths who qualify to become police, fire or housing police aides with the City of New York. These vacancies must be filled by ghetto residents, under provision of the Model Cities Program. Deadline for filing is Sept. 20.

Expect neither education nor experience requirements. Rather, says the City, candidates must follow the standards set up for age, character, citizenship and, of course, residence. For instance, only males between 16 and 27 will be eligible.

Also, it was noted that salaries go up yearly, to the top-most level of \$6,750. Beside that, many fringe benefits are slated for those appointed—benefits ranging from paid holidays and vacations to health insurance and retirement plan membership.

The Police Dept. is scheduled to hire the greatest share of eligibles: some 345 to police aide positions. Simultaneously, 265 young men will get the nod to become Fire Dept. aides while the Housing Authority will select 215 to serve on the HA police force with the police aide title.

Appointment will be based on meeting medical, character, age and residence requirements, plus

achieving a passing grade on the Oct. 2 written test. Suggested content will include questions concerning job situations, reading comprehension, vocabulary, picture comparison, civics and current events. More details can be found in Exam Notice No. 1231.

Residence Rule

About residence requirements: "Applicants must be residents of a Model Cities area at the time of filing and must continue to reside in a Model Cities area during the period of employment."

Among the main physical requirements spelled out in the announcement, involving promotional opportunity from the trainee title, is height. Patrolmen and police trainees must be at least 5-foot-7 for both Police Dept. and Housing Authority positions. By contrast, a 5-foot-6 minimum exist for fireman and fire trainee jobs.

Also needed for promotion to all three departments is a high school diploma or equivalency. Those appointed as patrolmen are requested to have a State driver's license since patrol duties may be assigned.

Further details on the jobs and future opportunities in the title can be learned by contacting the Department of Personnel. Their phone number is 566-8700.

Project Pen Yann

Paul Curry has been selected by the Public Employment Relations Board as fact-finder in the dispute between the Pen Yann School District and the Civil Service Employees Assn., represented by CSEA's Thomas Pomodoro.

20% OFF TO STATE WORKERS
ON ALL MUSICAL INSTRUMENTS
HILTON MUSIC CENTER
346 CENTRAL AVE. Opp. State Bank
ALBANY HO 2-0945

ALBANY
BRANCH OFFICE
FOR INFORMATION regarding advertisement. Please write or call:
JOSEPH T. BELLEW
303 SO. MANNING BLVD.
ALBANY, N. Y. Phone IV 2-5474

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

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

SPECIAL RATES
for Civil Service Employees

IN THE CENTER OF ALBANY

HOTEL Wellington

DRIVE-IN GARAGE
AIR CONDITIONING • TV
No parking problems at Albany's largest hotel... with Albany's only drive-in garage. You'll like the comfort and convenience, too! Family rates, Cocktail lounge.

136 STATE STREET
OPPOSITE STATE CAPITOL

See your friendly travel agent.

SPECIAL WEEKLY RATES FOR EXTENDED STAYS

MEET YOUR CSEA FRIENDS
Ambassador
27 ELK ST. — ALBANY
LUNCHES • DINNERS • PARTIES

DEWITT CLINTON
STATE & EAGLE STS., ALBANY
A KNOTT HOTEL
A FAVORITE FOR OVER 50 YEARS WITH STATE TRAVELERS
SPECIAL RATES FOR N.Y.S. EMPLOYEES
BANQUET FACILITIES AVAILABLE
Call Albany HE 4-6111
THOMAS R. GORMAN, Gen. Mgr.

ALBANY TRAVEL LODGE
A FINE NEW HOTEL IN A NETWORK TRADITION
SINGLE STATE RATE \$11.00
FOR RESERVATIONS — CALL
1230 WESTERN AVENUE
ALBANY 489-4423
Opposite State Campus

BUY U.S. BONDS

The Job Market

By BARRY LEE COYNE

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

In the clerical field, experienced Biller Typists good at figures and able to type 35 wpm accurately, are needed at \$110 to \$125 a week... There is a great demand for Bookkeeping Machine Operators with a knowledge of bookkeeping and typing. Also of NCR or Burroughs Sensimatic machine preferred. The pay range is \$110 to \$140 a week.

Full Charge Bookkeepers with thorough experience in all phases through general ledger and trial balance are wanted for jobs paying \$150 to \$200 a week... Plug Board Operators with experience and typing ability can get jobs paying \$100 to \$125 a week... Beginning Clerk Typists are wanted at \$85 to \$100 a week and Beginning Stenographers at \$100 to \$120 a week. No experience needed. These jobs are in all types of offices and locations. Typing speed must 35 wpm and stenography 70 to 80 wpm accurately.

There are jobs available for experienced Clerk Typists at a salary range from \$100 to \$130 a week... Also experienced Secretaries are wanted at \$125 to \$150 a week... Apply at the Office Personnel Placement Center, 575 Lexington Ave., Manh.

There are openings in the Apparel Industries Office in Manhattan. Sewing Machine Operators to work on single or multi-needle type apparel machines. Any experience on garments, leather goods or shoes acceptable. The pay range is from \$70 to \$150 a week. Piece work and some week work... Also needed are Sample Stitchers to work with designers or pattern-makers in the production of the original garment. Any experience acceptable. The pay rate is \$75 to \$140 a week... There is a demand for Sewing Machine Operators to work with special equipment sewing buttons and buttonholes. May be required to use a slipstitch machine to set lining in ties. The pay range for a 35-hour week is \$64.75 to \$85. Mostly week work, some piece work.

Merrow Machine Operators with factory experience on power machines used in making polo shirts or sweaters and other knitted garments can fill jobs paying from \$80 to \$95 a week... Apply at the Manhattan Apparel Industries Office, 238 West 35th St., Manhattan.

Employers of industrial workers in Manhattan are in need of Engraving Press Workers to set up and operate modern or Carver engraving presses at \$100 to \$140 a week... There is a need for Protective Signal Installers experienced in burglar alarm systems in stores using hand tools. Driver's license and own car preferred. The pay is \$3 an hour... Experienced Office Machine Servicers are also wanted to operate manual and electric typewriter, adding machine calculators or photocopiers at \$100 to \$150 a week.

Experienced Sewing Machine Repairers for industrial sewing machines are wanted at \$100 to \$150 a week... Also Hand Collators with experience in carbon collating at \$90 to \$100 a week... Apply at the Man-

hattan Industrial Office, 255 West 54th St., Manhattan.

In Queens, a Lathe Set Up-Man with machine shop experience is wanted. Must be able to read blue prints and work to close tolerance. The pay is \$3.50 an hour... Also wanted is a Foreman to supervise wood-working operators. Must have heavy experience in woodworking and supervising ability. The pay is \$175 a week... There is another interesting job for Field Engineering Assistant to work in the Brooklyn/Queens-Floral Park area to be taught to perform preventative maintenance duties as required. Must be high school graduate and have his own car to use for company

business. The pay is \$122 a week.

An Electronic Technician is needed to troubleshoot and service electronic photographic equipment. Must have electrical background and have studied electronics in vocational high school or other schools. The salary is \$565 a month... Experienced Spray Painters are in demand. Must be able to mix and match colors. The job pays \$2.75 an hour... The demand for Taxi Drivers continues. Applicants must have a chauffeur's license and one year of driving experience. The pay is \$140 a week... Apply at the Queens Industrial Office, 42-15 Crescent St., Long Island City.

BECOME AN ABC NITE OWL!



• REGISTER NOW FOR EVENING CLASSES STARTING SEPTEMBER 20

★ ACCOUNTING or SECRETARIAL DIPLOMA PROGRAMS

★ CERTIFICATE COURSES: • TYPEWRITING • GREGG SHORTHAND REFRESHER • STENOGRAPHIC REVIEW

AREA'S MOST UP-TO-DATE 34-WEEK COURSE IN

*COMPUTER PROGRAMMING using the IBM/SYSTEM 360 data processing system in ABC's own computer installation.

*Veteran's Approval *Employer Approved

CALL 434-7163

FOR FREE BULLETINI



AN ACCREDITED INSTITUTION OF HIGHER BUSINESS EDUCATION SINCE 1857

ALBANY BUSINESS COLLEGE
130 WASHINGTON AVE., ALBANY, N.Y. 12210

News For All Seasons.

1010 WINS TV GROUP
All News. All The Time.

Federal Job Opportunities Open

(Continued from Page 5)

Physical Science, Surveying, GS-5 to GS-12; Engineering Draftsman, Construction Inspector, Mathematics Technician, Meteorological Technician, GS-5 to GS-9; Construction Representative, GS-5 to GS-12; Office Draftsman, GS-5 to GS-7. No. WAP-004.

Technical Aids in Science and Engineering GS-2 and GS-3. — Jobs are in the Washington, D.C., area. (Written test.) No. WAP-920.

Technical Assistant, GS-4. — Jobs are in agriculture, biology, data processing, engineering, medicine, science and other technical fields. — No. 409.

Health Scientist Administrator and Grants Associate, GS-11 to GS-15. — Jobs are in the Washington, D.C. area. No. 397.

Industrial Hygienist, GS-5 to GS-13. — Jobs are principally in the Navy Department. No. 230 B.

Technician: Agricultural Research, GS-5; Biological Laboratory, GS-5 to GS-9. — Jobs are in Washington, D.C. area. No. WAB-807.

General

Federal Mine Inspectors, GS-5, 7, 9 and 11. — Positions are with the Bureau of Mines. (Written test for GS-5 & 7 only.) No. WAM-012.

Hearing Examiner, GS-15 to GS-16. — No. 318.

Illustrator, GS-5 and GS-7. — Jobs are in Washington, D.C. area. No. WAM-811.

Border Patrol Agent, GS-7. — Jobs are in the Immigration and Naturalization Service. (Written test.) No. WAM-911 (Revised).

Junior Federal Assistant, GS-4. — (Written test.) No. 411.

Mid-Level Positions, GS-9 to

GS-12. — (Written test.) No. 413.

Medical

Aids, Assistants, Technicians in Field of Medicine, GS-5 to GS-9. — Jobs are in Washington, D.C. area. No. WAH-813.

Audiologist, Speech Pathologist, and Audiologist-Speech Pathologist, GS-9 to GS-12. — Jobs are in the Veterans Administration throughout the United States, and in other agencies in the Washington, D.C. area. No. WA-7-27.

Dietitian, GS-5 to GS-12; Dietetic Assistant, GS-5 and GS-7; Public Health Nutritionist, GS-9 to GS-12. — No. WAH-810.

Medical Officer, GS-11 to GS-15; Dental Officer, GS-12 to GS-15. — No. WAH-902.

Medical Record Librarian, GS-5 to GS-12. — No. 331.

Medical Technical Assistant, GS-6. — Jobs are with the Public Health Service in Federal penal and correctional institutions. No. 355.

Medical Technologist (Clinical and Health Research), GS-5 to GS-11. — Positions are in the Washington, D.C. area. No. WAH-815.

Orthotist, Prosthetist, GS-6 to GS-11; Restoration Technician, GS-5 to GS-11. No. WA-7-47.

Pharmacist, GS-9 and GS-11. — No. WAH-809.

Physician's Assistant, GS-7 to GS-11. — No. 428.

Professional Nurse, GS-4 to GS-15. — No. 419.

Resident in Hospital Administration. — Jobs are with the Veterans Administration, No. WAH-917.

Therapists: Physical, Occupational Corrective, GS-6 to GS-9; Educational, Manual Arts, GS-5 to GS-9. — No. WA-8-03-H.

Veterinarian Trainee, GS-7. —

Jobs are with the Department of Agriculture. No. WAH-007.

Veterinary Medical Officer, GS-9 to GS-15. — No. WAH-907.

Social and Educational

Correctional Officer, GS-6. — Jobs are in Federal penal and correctional institutions throughout the United States. No. WAS-927.

Indian Education — Elementary Teacher, Secondary Teacher, and Guidance Counselor, GS-5 to GS-9. — For duty in the Bureau of Indian Affairs in various states including Alaska. No. RA-9-10.

Professional Careers for Librarians, GS-7 to GS-12. — No. 422.

Psychologist (Clinical, Counseling, VA, and Psychologist), GS-9 to GS-12. — No. WAS-913.

Social Worker and Correction-

(Continued on Page 15)

Eye Plant Oper.

11 Nassau Titles Close Sept. 8

Eleven open-competitive titles have been enumerated by Nassau County, which is set to terminate filing on Sept. 8. All positions entail testing candidates Oct. 9.

Qualifications vary greatly — from high school diploma for traffic signal inspector trainee, to an appropriate license and two years of experience for sewage treatment plant supervisor I. Almost all the posts deal with sewage or power plants.

For detailed information, phone the Nassau County Civil Service Dept. at (516) 535-2511. The current titles follow:

Traffic signal inspector trainee/\$6,486 to start. Completion of high school needed.

Traffic signal Inspector II/\$10,876-14,134. Eight years experience; four supervisory.

Water plant operator, villages/\$8,698-10,858. Possession of plant operator's certificate.

Power plant operator I/\$7,370-9,391. Two years of pertinent experience.

Power plant operator II/\$8,522-10,691. Four years of pertinent experience.

Sewage plant operator, Oyster Bay/\$9,251-11,936. H.S. diploma plus year of experience.

Sewage plant operator, Nassau C'ty/\$7,370-9,391. Same standards as aforementioned post.

Sewage pump operator, villages/\$7,524-8,403. Grade school, two years of pertinent experience.

Supervisor of sewage plants/\$9,000-12,000. Possession of plant operator's certificate.

Sewage treatment supervisor/\$8,522-10,961. H.S. diploma plus three years of experience.

Sewage plant operator, villages/\$7,014-9,690. Possession of plant operator's certificate.

CAUTION!

The Home Movie Bug Can Bite you!



HOME MOVIES THAT TALK ARE HERE!

THIS NEW BELL & HOWELL FILMOSOUND HOME MOVIE SYSTEM ALLOWS YOU TO TAKE MOVIES THAT TALK... AND CRY... AND LAUGH OUT LOUD!



Model 436 Autoload camera . . . includes Focus-matic pushbutton automatic rangefinder, Optronic electric eye, F/1.9 lens with 3 to 1 zoom range, electric film drive, reflex viewing and can also be used for silent super 8 film.

The Autoload Model 458 projector with automatic reel-to-reel threading has super 8 and regular 8 compatibility, reverse and still picture projection control, F/1.6 lens, rapid rewind and can be used as a silent film projector.

The Filmosound Model 450 features automatic/manual recording volume control, audio level meter and battery checker, solid state electronics, push button operation, microphone and carrying case and can be used as a conventional player/recorder that accepts standard cassettes.

COME IN FOR A DEMONSTRATION AT

BONDY EXPORT CO.

40 CANAL STREET

NEW YORK CITY

A Guide To Federal Agencies

Who's Doing The Hiring?

Approximately 20 Federal agencies, and their subdivisions, have assumed the civil service spotlight in view of the temporary freeze on appointments in State and municipal service.

Diversified jobs exist in each. Interested persons have been urged by the New York Area Office of the U.S. Civil Service Commission to visit 26 Federal Plaza, Manhattan, and scan the possibilities posted on bulletin boards in the Federal Job Information Center (on the first floor of the building).

Information Center staff people are on hand to answer your questions, and to provide you written material about job opportunities in any of the following agencies:

- AGRICULTURE, DEPARTMENT OF
 - Farmers Home Administration
 - Soil Conservation Service
- AIR FORCE, DEPARTMENT OF
 - Griffiss Air Force Base
- ARMY, DEPARTMENT OF
 - Corps of Engineers
 - Fort Monmouth
 - Picatinny Arsenal
 - Watervliet Arsenal
- ATOMIC ENERGY COMMISSION
- CIVIL AERONAUTICS BOARD
- CIVIL SERVICE COMMISSION
- COMMERCE, DEPARTMENT OF
 - Environmental Science Services Administration
- DEFENSE, DEPARTMENT OF
 - Defense Contract Administration Services Region
 - Defense Contract Audit Agency
- FEDERAL DEPOSIT INSURANCE CORPORATION
- GENERAL SERVICES ADMINISTRATION

- HEALTH, EDUCATION & WELFARE, DEPARTMENT OF
- HOUSING AND URBAN DEVELOPMENT, DEPARTMENT OF
- INTERIOR, DEPARTMENT OF
 - National Park Service
- JUSTICE, DEPARTMENT OF
 - Immigration & Naturalization
- NAVY, DEPARTMENT OF THE
 - Military Sea Transportation Service, Atlantic Area
 - U. S. Naval Air Station, Lakehurst, N. J.
 - U. S. Navy International Logistics Control Office
- POST OFFICE DEPARTMENT
- TRANSPORTATION, DEPARTMENT OF
 - Federal Aviation Administration
 - Federal Highway Administration
- TREASURY, DEPARTMENT OF THE
 - Bureau of Customs
 - Customs Agency Service
 - Internal Revenue Service
- VETERANS ADMINISTRATION

Binghamton Chapter Honors Retirees

PORT CRANE — Two recent State retirees were honored by the membership of the Binghamton chapter, Civil Service Employees Assn. on the occasion of their retirement this Summer.

The two, Mrs. Nancy Werner, staff attendant at the Binghamton State Hospital and Mrs. Margaret Waring, a senior stenographer at the Department of Education, Office of Vocational Rehabilitation, were presented with certificates by Stan Yaney, president of the chapter during the recent executive board session of chapter representatives and officers at the home of Cleo Cobb here.

The special certificates commemorated the retirees' long years of public service and recognition for their service in behalf of their fellow employees as officers and committeemen for the Binghamton chapter.

Mrs. Werner and Mrs. Waring were also presented with special cakes baked especially for the occasion.

Mrs. Werner retired on June 24 after more than 37 years of service with the State Department of Mental Hygiene. Mrs. Waring retired on July 29 after 24 years of service with the State Department of Education.



Receiving their awards from Binghamton chapter president Stanley Yaney are Margaret Waring, left, and Nancy Werner, right.

Lew Borek Retires From Schoharie Co. After 25-Yr. Career

SCHOHARIE—Lewis Borek, president of the Schoharie County chapter of the Civil Service Employees Assn. and veteran of 25 years in public service, has retired from his post as sanitarian of the Schoharie County Health Dept.

Borek, who became the first president of the Schoharie chapter at its formation in 1959, was honored last week at a surprise farewell party given by his fellow chapter members. The large attendance and special guest lists were evidence, according to one chapter member, "of how much we all respect our president. We'll all certainly miss him."

Among the gifts presented to Borek were a telescope and an original poem, written by Martin C. Joslyn, first secretary of the chapter, in tribute to his long years of service to CSEA.

— Frank H. Otwell —

Funeral services were held last week in Albany for Frank H. Otwell, director of public relations for the State Department of Taxation and Finance.

Mr. Otwell, who served on the Civil Service Employees Assn. public relations committee for many years, died in Albany Hospital three days after being stricken with a heart attack. Otwell, 58, lived on Rowe's Hill Rd. in Clarksville.

A former newspaperman and advertising executive, he joined the Tax Dept. as public relations director in 1959. He also edited a national magazine for Greyhound Lines and served as an associate editor of a McGraw-Hill business publication.

Survivors include his wife, the former Blanche Simpson; a son; two daughters; his mother; two brothers, and four grandchildren.

— Through Assn. Legal Program — Oswego CSEA Member Wins Reinstatement With Back Pay

OSWEGO—The Civil Service Employees Assn., has won a "real victory," according to Earl P. Boyle, CSEA regional attorney who defended a City of Oswego employee who had been fired "without sufficient grounds" for driving a truck "so close to a bank that the bank collapsed . . . causing damage to the truck."

The employee was charged with violating "direct orders not to drive any truck . . . and that no truck should be driven closer than eight feet from the brink of the bank" at the city-operated landfill site. As a result of these charges, the employee was fired, effective June 5, 1971.

CSEA Attorney Earl Boyle appealed the discharge, winning reinstatement of the employee as well as back pay. John P. Chwalek, the hearing officer, said in his decision, "(The employee) could not bear the responsibility for carrying out instructions which were so unclear. In making this finding, the undersigned is taking into consideration the fact that (the employee) was operating a truck on June 5, 1971, in the furtherance of his duties. This fact entitled him to an inference that his actions were intended to be in obedience of orders."

Chwalek also stated that "There was no evidence that there was any order to (the employee) not to drive any closer than eight feet from the brink of the bank." This charge was dismissed by the undersigned at the conclusion of the testimony on behalf of the Commissioner of Public Works.

Gabello Elected For Vacancy In DOT Residency

(From Leader Correspondent)
BINGHAMTON — Binghamton chapter, Civil Service Employees Assn., members have selected a new chapter representative at the Department of Transportation's Five-Mile Point Residency.

Chapter president Stanley Yaney said the vacancy, created by the death of Ernest Hemstock of Binghamton recently, was filled by a membership vote in which 75 percent of the registered membership participated.

Elected to fill the unexpired term was George Gabello. Larry Daniels, also employed at the Five-Mile Point Residency, was elected to assist Gabello in the performance of his duties as chapter representative.

Also elected was a three-man panel to assist in the handling of a number of committee functions. The three who will work with Gabello and Daniels are: Jim Ferranti, Hugh Meyers and Charles West.

Yaney said all five will assume their new responsibilities immediately.

Salamanca Unit Says Employer Stalling Pact

(From Leader Correspondent)

SALAMANCA—The Salamanca City unit of the Cattaraugus County chapter of the Civil Service Employees Assn. has charged City officials with stalling in not acting on a memorandum of agreement involving a work contract.

The unit said it was considering filing an unfair labor practice charge against the City.

The agreement, reached after bargaining for 30 firemen, policemen and school crossing guards, deals only with fringe benefits and was reached after the City finally came to the bargaining table after a binding arbitrator ruled in favor of the CSEA.

The City had unsuccessfully argued that fringe benefits were economic matters and not open to renegotiate under the CSEA

pact. The agreement provides for 100 percent medical and hospitalization coverage, compared to 50 percent previously, allows policemen and firemen to live outside the City and contains an unsafe equipment clause among the increased benefits.

The City had agreed to the increases more than a month ago, but has refused to act on the matter, contending City attorneys have not had enough time to study the proposal.

Studies Under Way On Wage-Price Freeze's Effects On Civil Service.

Utica Area

UTICA—A big question-mark has been drawn over the future of contract negotiations for Civil Service Employees Assn. members in the Oneida County area by the Nixon Administration's freeze on wages and prices.

The CSEA field representatives in the area are uncertain as to just what members can expect when the freeze expires in November. There are a number of options, but the Federal Government currently holds the trump cards in deciding the economic future of labor negotiations and it doesn't seem to be in any great hurry in playing them.

Currently, there are contracts being negotiated in various stages, or about to be negotiated, for Herkimer, Montgomery and Madison County employees; Amsterdam City employees; Oneida and Oneida Hospital Employees; Waterville and Utica school district non-professional employees, and the Utica Board of Water Supply. Frank Martello is the CSEA fieldman co-ordinating all of these contract negotiations, and he's as perplexed as anybody else about what effect the wage and price freeze will ultimately have on the agreements he's working on.

Martello, like most organized-labor leaders, is hoping that the freeze on wages will be lifted, or at the very least modified, when the 90-day period expires. But several questions still remain to be answered. For example, once the freeze is up, will workers be allowed to collect pay increases retroactively to dates when they were supposed to start during the freeze? And will there be some sort of permanent post-freeze controls imposed that may supersede provisions negotiated into contracts?

In any event, Martello says he plans to press forward in negotiations already in progress and hope for the best at the end of the 90-day freeze.

Meanwhile, the State's Public Employment Relations Board

North Country

WATERTOWN — "If the teachers get their raises, then everyone should!" So said Eleanor Percy, president of the Jefferson County chapter, Civil Service Employees Assn., last week.

"Otherwise, there will be a lot of unhappy public employees in this county."

No one in the area has any official word on what action will be taken concerning the effects of President Nixon's wage-price freeze on the civil service community. Mrs. Percy added that Watertown City Manager Ronald G. Forbes and F. Clark Hamlin, clerk of the County Board of Supervisors, are "sitting tight" awaiting official clarification from Federal authorities.

Jefferson County employees are in the first year of a two-year pact that went into effect last Jan. 1. City employees have a one-year contract which went into effect July 1.

Of the some 200 City employees, Mrs. Percy said that "it would be luck if 50 percent have already received their contractual pay increases," adding that it may even be a smaller percentage.

The 250 County employees within CSEA ranks who also are entitled to pay increases on their anniversary date are a little better off, she noted.

County employees have a re-opener clause in their contract, calling for salary increases on their anniversary date.

Advising The Aged

Governor Rockefeller has announced the appointment of two new members to the State Advisory Committee to the Office for the Aging. Rabbi I. Usher Kirshblum of the Jewish Center of Kew Garden Hills and Mrs. Marcelle C. Levy, Albany, former director of the State Office for the Aging.

BUY
US
BONDS

(Continued on Page 16)

Appointment At GS-15

Jobs Abound For Federal Hearing Officer Positions

Some 250 job openings for hearing officer have been indicated by the U.S. Government. Starting pay now provides \$24,251-27,061 for those appointed at GS-15.

Under the upgraded pay scales, also, persons hired at GS-16 can earn \$28,129-31,523, reached in annual increments. Qualifications describe legal background in the main.

Prime hiring agencies are the Bureau of Hearing and Appeals, also, the Social Security Administration. Most major U.S. cities have a need for Federal personnel in this function.

Trial Exp. Accepted

Qualifications for the post were modified last year to give credit for actual trial experience as well as administrative law experience. Since then, a much higher percentage of lawyers in private practice have been found qualified. The requirements of

seven years' membership in the Bar and seven years of specified legal experience have not changed.

Hearing examiners preside at formal hearings required by law. They make or recommend decisions on cases ranging from the rights and liabilities of individual citizens to cases affecting the economic welfare of large regions of the U.S.

Applicants for hearing examiner will be rated on their legal experience, an investigation of their professional qualifications, and an oral interview. There is no written test as such, but each candidate must demonstrate his or her ability to write a decision.

Copies of Announcement No. 318 and forms for filing may be obtained from any Area Office of the Commission, major post offices, or from the U.S. Civil Service Commission, 1900 E St., N.W., Washington, D. C. 20415.

BUY
U.S.
BONDS!

The Fire Officer

(Continued from Page 2)

Commissioner, the Chief of the Department, the Police, the news media, the citizens and business leaders, the unions and the firefighters themselves.

THERE WERE MORE than 350 incidents against firemen last year with only 46 arrests . . . and this has intensified the problem.

SOME SEGMENTS of the news media help. The New York Times writes stories that American flags are to blame for troubles in some areas of the City. We say that's baloney. And, instead of supporting the firefighters from attacks by hoodlums, the New York Times editorial pages are conspicuous by their silence.

WHILE THE FIRE Commissioner and Chief of Department are making public statements in support of our stand, they both have allowed a severe reduction in the two areas that could help reduce hostilities, namely community relations and community news service, plus a negative or non-approach to initiation of new programs to curtail harassment and MFA.

MUCH HAS BEEN done to end this problem . . . but much more has to be done. This is a serious problem in all major cities of the nation.

THE QUESTION IS WHY? Yes, WHY Firemen! **BECAUSE OF THE** failure of the politicians, the Federal Government and City Administration to correct the ills of the ghettos.

RUBBISH, POOR housing, crime, dope, unemployment, and yes, even poor fire protection cause the people to take their problems out on what they consider the "establishment" and that is their firefighters.

PUBLIC AND community leaders must go after the small minority who are attacking the firefighters and explain to them that the men who come to their burning homes to put out fires are only there to save lives and property.

PUBLIC STATEMENTS after the fact of a firefighter killed—not in battling the flames—but in battling hoodlums—will not help. We need action now.



Homes For Sale (Out of State)

FLORIDA AWAITS YOU

Make it a reality. SEE Highland Village Mobile Home Park on the Gold Coast near the tropical Atlantic. The "good life" is yours for as little as \$6,950 in prestige adult community built by people who care about people. You pick from 30 homes. Complete recreation and LOW taxes! Write for free literature: Highland Village, 4900 NE 2nd Ave., Pompano Beach, Fla. 33064.

JOBS

FLORIDA JOBS? Federal, State, County, City, Florida Civil Service Bulletin. Subscription \$3 year - 8 issues.

P.O. Box 846 L,
N. Miami, Fla. 33161.

SAVE ON YOUR MOVE TO FLORIDA

Compare our cost per 4,000 lbs to St. Petersburg from New York City, \$438; Philadelphia, \$412.80; Albany, \$469.20. For an estimate to any destination Florida.

Write

**SOUTHERN TRANSFER
and STORAGE CO. INC.**

DEPT. C, BOX 10217
ST. PETERSBURG, FLORIDA. 33733

VENICE FLA. — INTERESTED!
SEE H. N. WIMMERS, REALTOR
EIP CODE 33595

**FIREFIGHTERS FIGHT FIRES
. . . NOT PEOPLE!**

Need Nurses In 9-Counties

(Continued from Page 2)

tion hospitals have the existing openings, although other Federal agencies sometimes use this eligibility list.

Sample Facilities

Within New York City, hiring facilities include: Brooklyn VA Hospital, 200 Poly Place; Bronx VA Hospital, 130 W. Kingsbridge Rd., and Manhattan VA Hospital, First Ave. and East 24th St. Castle Point VA Hospital, 50 miles north of the City, seeks attendants, as does the Northport VA Hospital in Suffolk. Over in St. Albans, Queens, the US Naval Hospital is hiring for this title.

High school graduates and those with six months of work history should apply immediately to the Manhattan and Bronx VA

facilities, which require no written test if these standards are met. In this case, applicants should apply directly to the hospital's personnel office.

Other candidates should write or visit the Federal Job Information Center, 26 Federal Plaza, New York 10007, requesting a copy of Announcement No. NY-7-49. Tests are generally conducted Saturdays in Room 2900 of the Federal Building.

Moves To Higher Bench

Governor Rockefeller has designated State Supreme Court Justice Francis T. Murphy, Jr., of the Bronx, as an Associate Justice of the Appellate Division, First Department, to succeed Justice Samuel Eager, retired.

REAL ESTATE VALUES

SPRINGFIELD GDNS \$27,990 COLONIAL

This house is detached with 6 rooms consisting of modern eat-in kitchen, living room, full sized dining room, 3 large bedrooms, 1 1/2 baths, extra large basement, garage, oil heat. Owner leaving wall-wall carpeting, refrigerator and washing machine. Ask for Mr. Rogers.

QUEENS VILLAGE \$30,990 DETACHED

7 rooms . . . modern eat-in kitchen, living room, banquet-sized dining room, 3 well-proportioned bedrooms, sunporch, bathroom, semi-finished basement, garage, oil heat . . . many extras included! Ask for Mr. Alex.

CAMBRIA HTS \$35,990 CAPE COD

This house has everything! 5 rooms plus bath on 1st floor . . . 2 rooms plus bath on 2nd floor. Finished, rentable basement, gas heat, 40x100 landscaped grounds, 2 refrigerators, wall-to-wall carpeting, etc. Ask for Mr. Soto.

LAURELTON \$36,990 LEGAL 2-FAMILY

Detached home on 40x100 landscaped grounds. 4-room apt with 2 bedrooms downstairs . . . 3-room apt with 1 bdrm upstairs. Semi-finished basement, garage, oil heat. Near buses, schools, shopping ctrs & only minutes to subway. Ask for Mr. Cantor.

BUTTERLY & GREEN

168-25 Hillside Ave

JA 6-6300

CAMBRIA HEIGHTS \$28,990

Solid brick 7 rm English Tudor res. 3 bedrms, 2 1/2 livrms, full bdrm, 2 baths, modern eat-in kitch, solarium, sumptuous basement, garage, garden, extras! Low down payment GI/FHA mortgage arranged.

LONG ISLAND HOMES 168-12 Hillside Ave., Jamaica RE 9-7300

WEST BRONX VIC

Detached brick 2 fam. 6 & 6 rms plus income apt. Full possession at closing.

VETERANS \$2000 DOWN

FIRST-MET REALTY 4375 WHITE PLAIN RD., BRONX 324-7200

Farms & Country Homes, New York State

NEW SUMMER Catalog and Hundreds of Real Estate & Business Bargains. All Types, Sizes & Prices. Dahl Realty, Cobleskill, N.Y.

Farms & Country Homes, Orange County

Bulk Acreage — Retirement Homes Business in the Tri-State Area GOLDMAN AGENCY REALTORS 85 Pike Port Jervis, NY (914) 850-6228

Real Estate For Sale, New York State

VIEW OVER VALLEY from 10 acre farm. Home 7 rooms, bath, oil furnace. Very good dairy barn. \$15,900. WIMPLE, REALTORS; US Hiway 20, Sloatsville, NY; 518 875-6355. Others.

Acreage For Sale New Mexico

RIO RANCH ESTATES, Sandoval County, New Mexico, about 4 miles north of Albuquerque; 3 acres, a growing community, recreation center, fishing, hunting, parks, pools, golf, country club. Sun shines 365 days per year. Price \$10,000. Write Mrs. Salvatore De Salvo, 15 Cloverdale Ave., White Plains, New York 10603.

BUY U.S. BONDS

LAURELTON \$28,500 DET STUCCO COLONIAL

7 lg rms, 4 lge bedrms, formal dining rm, mod kit & 2 baths. Nice club bsmt. Garage. Call for appointment.

ROSEDALE \$32,990 DET RANCH-BUNG.

10 yrs young with 4 master bedrms, fin'd bsmt, lge garden grnds. Mod & immaculate.

QUEENS VILL \$44,500 3 FAMILY INCOME

Det 15 yrs young legal 2-fam with a 5 & 3 rm apts plus additional fin bsmt apt with sprt entrance. All modern thru-out. Must see. Call for appt.

MANY OTHER 1 & 2 FAM HOMES

QUEENS HOMES

170-13 Hillside Ave-Jamaica
OL 8-7510

LEVITT — HICKSVILLE, \$26,750. 3 bedroom, fireplace, full basement. No down payment. G.I.
McNEELY REALTY — 516-735-8540.

Farms, Country Homes Orange County, N.Y.

HANDYMAN RETIREMENT SPECIAL

LISTING No. 2281 — Older 5 room & bath home on a 50x100 village lot. Good neighborhood. All rooms large. Living room, dining room, kitchen, 2 bedrooms & bath. Price \$12,000. Send for free brochures.

GOLDMAN AGENCY, REALTORS

85 Pike Pt. Jervis, NY 12771
914-856-5228

Acreage For Sale - Texas

HORIZON CITY, El Paso County, Texas (southeast of El Paso City). 3 acres multiple dwelling area, recreation centers, parks, hunting, fishing, golf country clubs. Price \$10,000. Write Mrs. Salvatore De Salvo, 15 Cloverdale Ave., White Plains, New York 10603.

Post Starting Wage For Fed. Attendants

Salary rates for GS-2 and GS-3 hospital attendant positions filled in New York City and the counties of Nassau, Rockland, Suffolk and Westchester have been changed. Starting yearly salaries in the above localities for these positions are: GS-2, \$5,223; GS-3, \$5,708; GS-4, \$6,202 in all areas; GS-5, \$6,938 in all areas.

Please consult the announcement for further information concerning the positions. Visit the U. S. Civil Service Commission area office at 26 Federal Plaza, New York.

Federal Jobs

(Continued from Page 13)
al Treatment Specialist, GS-9 to GS-12. — No. 426.

Stenography and Typing

Stenographer, GS-2 to GS-5; Typist, GS-1 to GS-4. — Jobs are in the Washington, D.C. area. (Written test.) No. WAO-901.

Trades

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

*Federal Careers for Journeymen in the Printing Crafts, \$5.09 to \$6.38 an hour (approximate rates). Most positions are in the Government Printing Office and the Bureau of Engraving and Printing in Washington, D.C. No. WAW-903.

General Schedule Entrance Salaries

GS-1	\$ 4,326
GS-2	4,897
GS-3	5,524
GS-4	6,202
GS-5	6,938
GS-6	7,727
GS-7	8,582
GS-8	9,493
GS-9	10,470
GS-10	11,517
GS-11	12,615
GS-12	15,040
GS-13	17,761
GS-14	20,815
GS-15	24,251

*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 announcement open. Indicates new announcements.

ROCKLAND RESIDENTS

Need a second car—or a good first car? Guaranteed top shape used cars wholesale prices, retail value. Civil service employees only, show your identification and get 10% discount. Call 914-352-8219 — ask for Charlie Smyth.

Merchandise Offerings - TV'S USED TV'S LIKE NEW

FROM \$39.99 UP
Guaranteed Like New
2656 Broadway (cor. 101 St.) 866-2127

Binghamton Chap. Schedules Vote To Accept Revised Constitution

(From Leader Correspondent)

BINGHAMTON—The membership of the Binghamton chapter, Civil Service Employees Assn. is to vote within the next few weeks on the question of accepting or rejecting a new revised draft of the chapter's constitution.

Chapter president Stanley Yaney said the new charter was devised by a special five-man committee appointed in light of recent directives mandating certain provisions within each chapter and unit's constitution.

Yaney added that a complete revision of the document was deemed necessary in light of the separation last year of the Binghamton State Hospital employees when they elected to form their own chapter.

Another consideration, he said, was to update the provisions of the chapter's present constitution, originally drafted some ten years ago, to make the document more responsive to the needs of the membership.

Several major changes are included in the new revision, including a provision which enables the executive board to take action, subject to approval by the membership, against any officer by a majority vote of the executive board.

The revision process was initiated in early May and was submitted to the chapter executive board for consideration at its Aug. 28 meeting at the home of SUNY-Binghamton CSEA chapter representative Cleo Cobb in Port Crane.

The constitution committee

was chaired by Boyd Van Tassel of the State Department of Taxation sector.

Committee members included Miss Cobb; Anthony Sarantopoulos, DOT; Emil Mogannom, and Charles Eynon of SUNY-Binghamton.

Van Tasseli urged any chapter member who may have any comments or suggestions on the new proposed constitution to submit their remarks or recommendations to the committee in writing.

Final Approval Needed

Yaney said the constitution proposal would be accepted by the executive board after all provisions and member recommendations have been thoroughly studied, then will be forwarded to Albany headquarters for their approval.

The document will be subjected to a membership vote once approval has been granted by Albany headquarters officials.

The chapter executive board also discussed the upcoming annual Statewide CSEA meeting in New York City.

Yaney announced that a bus had been chartered by the chapter to take delegates and other interested parties to and from the meeting. The bus is to leave from the Broome County Courthouse area at 11 a.m. on Sept. 7. One stop will be made in the Monticello area. The bus is expected to arrive at the Waldorf-Astoria Hotel at about 4 p.m.

Wage Freeze

(Continued from Page 14)

has urged all public employee organizations and public employers to continue negotiations now in progress or due to start so that agreements may be reached as soon as possible. PERB's chairman, Dr. Robert D. Helsby, said, "Regardless of what the future holds after the 90-day period of wage and price freeze, it would be advisable to have an agreement. Once the agreement has been reached and ratified, it will then be up to the parties to determine what effect the Federal orders will have on the contract."

Helsby, like Martello, said that definitive rulings on specific cases will have to await further clarification from the Federal Wage and Price Review Board.

CSEA Fighting For Back Pay For Buffalo DOT Employee

(From Leader Correspondent)

BUFFALO—A truckdriver working out-of-title for the State Department of Transportation in Hamburg has filed a grievance involving a highway bridge he maintains was unsafe for work.

Nicholas Katrein, a member of the Civil Service Employees Assn., filed the grievance through the CSEA in hopes of recouping 1½ days' pay lost when he was sent home for disciplinary measures.

He has also contended in the grievance that the State DOT has violated the CSEA contract by requiring him to do maintenance work out-of-title.

Katrein refused to work under the Versailles Bridge on the Seneca Indian Reservation near Gowanda when his superiors told

him scaffolding was not available. He said in his grievance that it was unsafe to climb under the bridge without scaffolding.

Edward McGreevy, Hamburg DOT CSEA president; Joseph Reedy, CSEA collective negotiating specialist from Albany; James Powers, field staff supervisor, and Thomas B. Christy, field representative, argued Katrein's grievance during the first procedure stage with DOT officials.

— In Olean —

CSEA Wins Grievance, Back Pay For Member

(From Leader Correspondent)

OLEAN—The Civil Service Employees Assn. has won a grievance involving the dismissal of an Olean Airport employee in a dispute that eventually led to criminal charges placed against the employee's boss and the boss' son.

William Nolder, a maintenance man at the airport, was fired for allegedly not performing his duties by Paul H. Seth, airport manager.

Nolder aggrieved the firing through the Cattaraugus County chapter of the CSEA, contending he was fired without just cause after building an unblemished work record for two years at the airport.

The day the grievance was filed, Nolder's brother, Ronald, 26, also an airport worker, filed criminal charges that he was assaulted at work by Seth, and Seth's son, Edward, 23.

The Olean Airport Commission then suspended Seth for 30 days as a result of the incident and ordered Nolder reinstated with full back pay of two weeks.

Seth and his son, originally charged with assault, eventually pleaded guilty to a reduced charge of harassment and were fined \$50 each by Town of Lechus Justice R. Ray Chambers.

But the younger Nolder now contends he was not informed that the Cattaraugus County district attorney, Richard H. Dawson, had agreed to the lesser plea and the reduced plea was entered without his consent.

The elder Seth, besides running the airport, also operates a family tree-cutting business with his son.

Notice: Mgt. and Confidential Aides

Members of the Civil Service Employees Assn. who receive exclusion notification letters from the State were alerted that they do not have to drop either their membership or their CSEA activities. Such designations must first be approved by the State Public Employment Relations Board and CSEA has signified its intention to challenge the action in the courts. This appellate procedure will take several months.

Don't forget—You can fully participate in CSEA despite these notices.

SS Retirement Benefits: Urge Advance Plans

Persons who are looking ahead to retirement are being urged to plan well ahead in advance by the Social Security Administration.

Many individuals include social security among their retirement income sources. Therefore, having direct contact with your local SS office — either by phone or in person — can go a long way toward clarifying specific details.

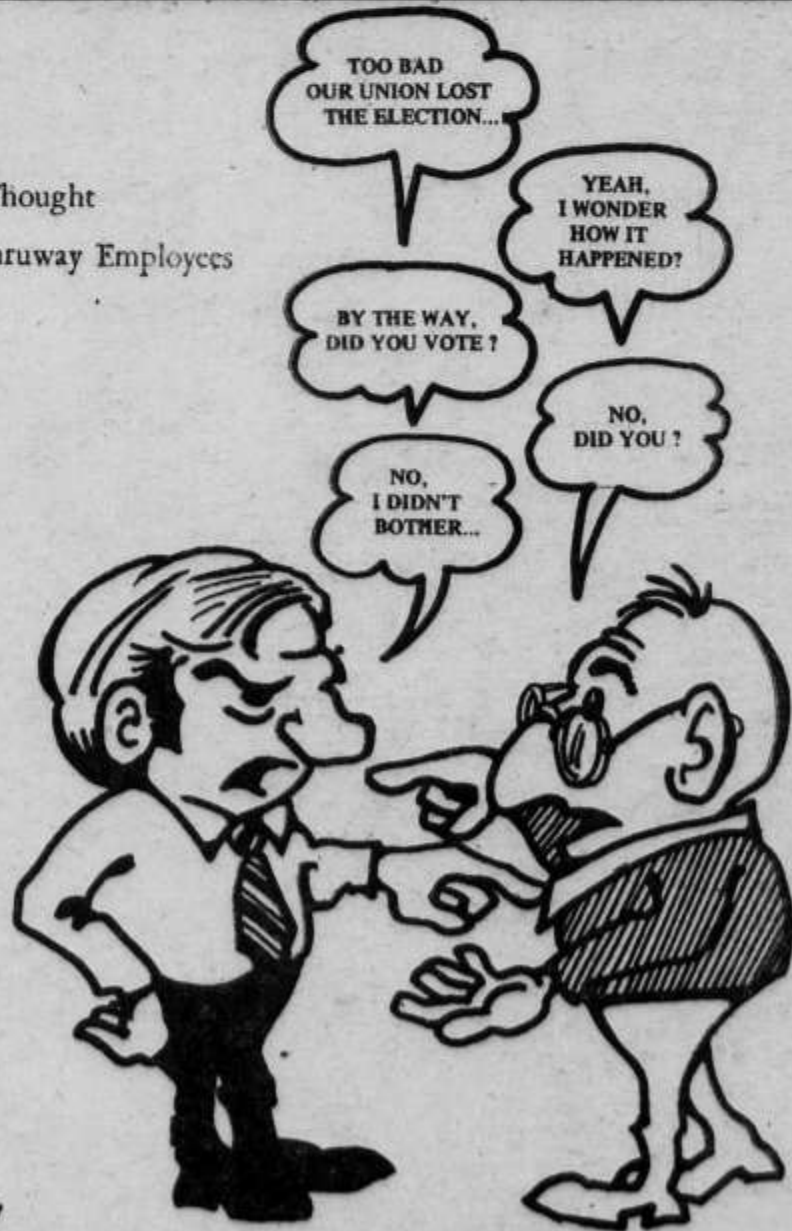
The how and where of applying is important information to gain. The sort of records required of you should be known to you, also. Such data can help establish your claim and facilitate its taking effect. For those lacking supporting certificates, the Social Security office will explain the means of obtaining a duplicate so the receipt of checks will not be held up unduly.

If you need help to secure this information Social Security can suggest ways to obtain the records. Are others in your family eligible for benefits now or in the future? You can find this out and information as to records needed to establish their entitlement.

If you want to know how much you can expect your social security to be, they can estimate your benefit as long as you can supply them with your average earnings since 1951. You can use this figure with other information to approximate your retirement income.

If you do not wish to retire completely, people at Social Security will explain how you can continue to work and still get some or all of your retirement benefits. You don't have to stop working completely to be eligible for monthly social security checks.

A Thought for Thruway Employees



Voting is a Democratic Right!