

Civil Service LEADER

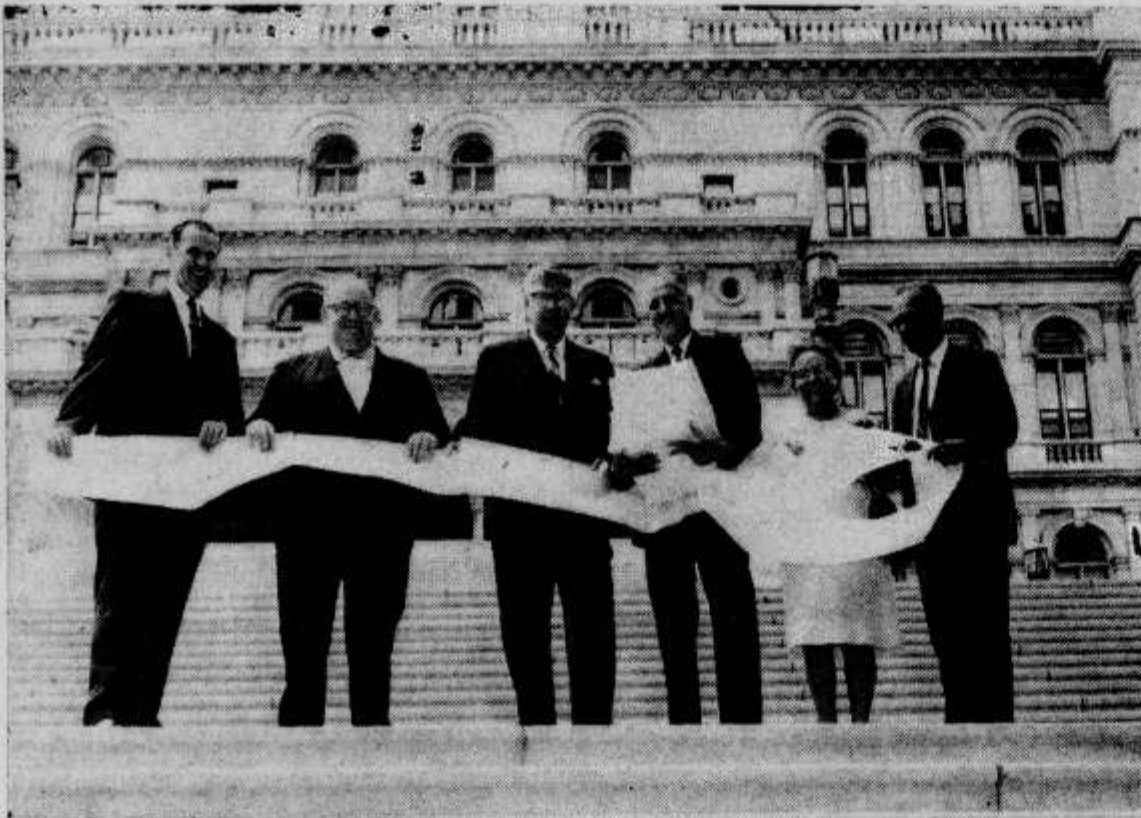
America's Largest Weekly for Public Employees

Vol. XXVIII, No. 51 Tuesday, August 22, 1967 Price Ten Cents

New Mental Hygiene Career Plan

See Page 16

CSEA Demands Role As Sole Bargainer



HERE'S THE PROOF — Statewide officers of Civil Service Employees Assn. are shown on State Capitol steps holding certified IBM listing of 101,300 State employees who belong to CSEA. The listing, in support of CSEA's claim that it represents an overwhelming majority of State employees, was delivered to the Governor's office

along with CSEA's official request for designation as exclusive bargaining agent. From left are John J. Hennessey, treasurer; Irving Flaumenbaum, acting second vice president; Joseph F. Felly, president; Theodore C. Wenzl, first vice president; Hazel Abrams, secretary; and Fred Cave, fifth vice president.

Would 'Cripple' Local Aides

CSEA Battling Proposal To Limit Legislature's Right To Mandate Benefits

A proposed Constitutional amendment that could seriously cripple the negotiating powers of employees in political subdivisions came under heavy fire last week from the 151,000 member Civil Service Employees Assn.

Proposition 1075-A reported out to Constitutional Convention delegates by the Committee on Local Government and Home Rule is essentially aimed at restricting the State Legislature's right to mandate benefits for local government employees.

Joseph F. Felly, CSEA president, urged defeat of the proposition in telegrams sent last week to Anthony J. Travia, president of the Convention; Earl W. Brydges, vice-president of the Convention; Alan K. Campbell, chairman of the Government and Home Rule committee and State Comptroller Arthur J. Levitt. Felly also urged

every single Employees Association member to wire his local Constitution delegate to vote against the proposal.

Generally, this proposition provides that no law requiring payment by any local government for increased compensation, retirement or other benefits to its employees shall be effected:

- 1) Except upon request of each local government affected, or
- 2) Unless:

(Continued on Page 14)

Dues Increase Will Be Urged At Convention

ALBANY—A recommendation to increase dues of the Civil Service Employees Assn. will be presented to State-wide representatives at the or-

(Continued on Page 3)

Asks Gov. Rockefeller For Exclusive Representation

(Special To The Leader)

ALBANY—Governor Rockefeller has been asked by the Civil Service Employees Assn. to be named the "sole and exclusive bargaining agent" for all State employees. As exclusive representative, CSEA would negotiate with the State for terms and conditions of employment and the administration of grievances. The Employees Association would also be the sole bargaining agent for all State workers.

In submitting proof that CSEA represents 101,300 members in State service, the Employees Association pointed out that "no other employee organization in the State (is) within remote distance of our membership."

CSEA is now asking for formal recognition as the State's sole bargaining agent as the result of the new Public Employees Fair Employment Act, which provides for such recognition.

Felly's Request

In a letter to Governor Rockefeller, CSEA-president Joseph F. Felly said:

Under the provisions of Article 14 of the Civil Service Law entitled, "Public Employees"

(Continued on Page 3)

BULLETIN

At Leader press time it was learned that Governor Rockefeller has appointed a special committee headed by Secretary to the Governor Alton G. Marshall to represent the State in all matters concerning employee relations. The committee, which will also include Director of the Budget, Dr. T. Norman Hurd and the president of the Civil Service Commission, Mrs. Ersa Poston, will act in the State's interests during the initial period after the implementation of the new Public Employees Fair Employment Act, due to become effective Sept. 1, according to the Governor's announcement. For further details see story on page 14.

CSEA Tags Council 50 As Compulsory Insurance Union

ALBANY—A union that has long attacked the voluntary insurance program of the Civil Service Employees Assn. is reported to be forcing its members to enroll in the union's insurance program and at substantially higher costs than the CSEA group plan.

A spokesman for the Employees Association pointed out last week that membership in the organization's group life insurance plan is purely voluntary and that costs per thousand dollars protection ranges from 59 cents in the lower age groups to a maximum of \$1.59.

CSEA Extras

In addition, the spokesman said, members of the CSEA plan received 10 per cent additional insurance coverage at no extra cost only a year ago.

In comparison, the CSEA spokesman said that Council 50 of the American Federation of State County and Municipal Employees not only makes member-

(Continued on Page 3)

*Don't
Repeat This!*

Brydges Cites GOP's Positive Role At State Convention

A WELL organized and staffed minority bloc at the State Constitutional Convention is making its

(Continued on Page 2)

DON'T REPEAT THIS

(Continued from Page 1)

mark on the drafting of a new State constitution.

Earl W. Brydges, as head of the minority, feels the Republican delegates have played a positive and constructive role at the convention and will be an important factor in the final decision of the voters, who will approve or disapprove the document next November.

Civil Service Views

Senator Brydges is particularly pleased, he reports, at the deci-

sion of both Republicans and Democrats to retain the present civil service provision of the Constitution.

The language to mandate appointments and promotions in State service through merit and fitness in a competitive system, he feels, could not be improved, and should be retained.

Brydges says the majority vote to change the wordage slightly on keeping public pensions tax-free at the State level was a mistake, however.

If the minority view had been accepted, he says, the present language on pensions would have been retained "because it has already been tested in the courts."

He feels the Democratic wording may open the door to future court cases that otherwise would have been avoided.

The convention president, Anthony J. Travia, has been "completely fair" in the way he has conducted the general sessions of the convention and in providing adequate staff to the minority, Brydges says with emphasis.

Cooperation between the two major parties in most committees has been excellent, he reports, and he praises the staff selected to work for the minority as "outstanding."

Basic Policy

"Our policy," he says, "has been to work with the majority in trying to reach a consensus on the often difficult, and controversial issues before us."

Brydges, who is the Senate majority leader of the Legislature, sees the minority role as one of seeking agreement on non-political questions with the Democratic majority and also of eyeing, in particular, any radical changes in the State's charter.

"To those of us who have seen

New York State exert national leadership under our present Constitution," Brydges says, "it falls to us to make certain that the changes that are made are in the best interest of progressive government."

He feels the minority Republican delegates are best able to fulfill this role since they can speak out with a freer and stronger voice than can many in the majority.

As it has turned out on a number of controversial proposals before the convention, the minority voice in debate has been the voice of the majority of delegates.

Only last week, the minority report from the local government committee, too, was adopted by a majority of the members of the committee—an example, Brydges notes, of the constructive role the GOP is playing in the actual work of the convention.

Staff Praised

He also has praise for the way the staffs of both sides have worked together in painstakingly seeking a consensus on many committee proposals.

In some instances, however, he feels that the integration of staff work and cooperation shown by delegates of both political persuasions have been shunted aside by a later ruling from the Convention president's office.

Because of a vocal and active minority, Senator Brydges feels that many "way-out" proposals for change for the sake of change have been discarded.

Will the Convention finish up its work by Sept. 26?

"I'm sure we can," he says, "but he notes that the completion date is not a matter that the minority has any control over. "This is part of the majority's responsibility," he adds.

Nassau County Needs Medical Stenos

Nassau County is accepting applications until Aug. 23 for an examination for medical stenographer I, which will be held on Sept. 23. The salary ranges from \$4,618 to \$5,996, after six years.

File applications at the Civil Service Commission, 140 Old Country Road, Mineola, New York 11501.

MEDICAL SECRETARIES NEEDED TO MEET GROWING DEMAND IN U.S.A.

The growth of new health programs has created a critical shortage of well trained Medical and Dental Secretaries. Information is now available to those who wish to prepare for a career in this

Your Public Relations IQ

By LEO J. MARGOLIN



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

Back To School

THE TIME IS now for all in civil service to choose the school in which they will enroll and the subjects they will study beginning next month.

FOR THE CIVIL servant, further study is as necessary

as good health. Regardless of one's age and length of service, continued education should be at the top of the "must do" list of everyone on the civil service roster.

THERE ARE far too many radical changes in the world, far too many technological developments, far too many social complexities, for anyone to stand pat on the formal schooling one has received.

AND THIS goes doubly for the civil servant, who has the responsibility for bringing order out of the chaos we would most certainly face without government.

JUST LOOK AT what has happened in our own backyards during the last 12 months. Can any of our civil service readers honestly say that all our intelligence, experience, know-how, and training resulted in solutions to these problems?

WE ARE ALL too aware that the answer is a loud "no."

TO HELP COPE with these problems—and they are growing not diminishing—we need to stretch our knowledge, our minds, and our capabilities. The best place to do these urgent mental exercises is in a classroom with other people, similarly groping for answers.

ASIDE FROM the urgency of being prepared for new complexities as they arise—and we promise you, they will—there is the bread-and-butter matter for all civil servants of promotions, raises,

Housing Teller Test

Two hundred and twenty-one persons who competed in the recent housing teller examination have been notified of their failure.

and the good public relations of the civil service corps.

HOW MANY TIMES have you heard John Q. Citizen say: "Oh, the authorities will handle that." "Well, you members of the civil service corps are "the authorities." And we better all be prepared. There's too much at stake.

WE HAVE A very special word of advice to our readers:

PLEASE DO NOT wait until the last minute to make arrangements for registration, regardless of the school and courses you choose. The demand for classroom seats in continuing education classes at colleges and high schools is at an all-time high. The "closed class" sign is being posted sooner and more often than ever before.

CHOOSING A school within New York State should not be a major problem. There are now 60 units of the State University of New York, including 30 community colleges. Nearly every unit of the State University offers courses which can help a civil servant learn some key answers and become better at his or her job.

IN THE NEW York Metropolitan area there is a proliferation of eager beavers seeking knowledge and betterment. The City University of New York will have 13 units in operation next month and the private colleges and universities will also have expanded facilities as well as at expanded student bodies.

AS STRONGLY as we know now, we urge our readers to get into a classroom without delay. Tomorrow's problems can't be solved in 1969.

TA Cahier Test

There were 141 candidates who failed the recent test for cashier (TA).

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CIVIL SERVICE LEADER
America's Leading Weekly for Public Employees
97 Duane St., New York, N.Y. 10007
Telephone: 212 BECKMAN 3-6010
Published Each Tuesday at 299 Lafayette St. Bridgeport, Conn.
Business and Editorial Office: 97 Duane St., New York, N.Y. 10007
Entered as second-class matter and second-class postage paid, October 3, 1959 at the post office at Bridgeport, Conn., under the Act of March 3, 1879. Member of Audit Bureau of Circulations.
Subscription Price \$5.00 Per Year Individual Copies, 10c

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SALARY EXPERTS — The Salary Committee of the Civil Service Employees Assn., seen here at a recent meeting, includes, from left, seated, Salvatore Butero, Cornelius Rush, Frank Talomic, Harry W. Albright, Jr., associate counsel

for CSEA; Solomon Bendet, chairman; Joseph F. Felly, CSEA president; Arthur W. Moon, and William A. Heckel. Standing, same order, Emil Impresa, William L. Blom, CSEA director of research; Max Weinstein, Theodore C. Wenzl, CSEA first vice president; and Raymond Cassidy.

CSEA Demands Role As Sole State Bargainer

(Continued from Page 1)
 Fair Employment Act," this Association formally requests the State administration to recognize it as the sole and exclusive bargaining agent for all State employees for the purpose of negotiating collectively with the State in the determination of terms and conditions of employment, and the administration of grievances arising thereunder.

We also request, beyond the designation of the Association as the Statewide bargaining agent, the immediate commencement of negotiations with the State administration for the purpose of entering into a written agreement containing the necessary terms and conditions of employment as provided for under the new law.

We also submit for your consideration the certification by the Secretary of the Association of our current membership within State service of 101,300 employees.

Historic Role Cited

This is accompanied by evidence of membership dues deduction cards as provided for under Section 208 of the new law. The evidence we have submitted demonstrates that we represent, and have represented, the overwhelming majority of all State employees. The fact is there is no other employee organization in the State within re-

mote distance to our membership. As you well know, the Association has historically been the *de facto* exclusive employee representative with the State administration and the State Legislature for the purposes of negotiating collectively for all State employees for salaries, retirement benefits and all other conditions of employment.

Seek Negotiations

We also submit herewith the formal affirmation re-

Dues Increase

(Continued from Page 1)

organization's Special Delegates' Meeting Sept. 5-8 in New York City.

The proposed increase, based on findings of CSEA's Special Committee to Study Need for Dues Adjustment, is contained in the committee's official report, accepted last week by the Board of Directors of the Employees Association for consideration by the delegate body.

Specifically, the committee recommended "that the dues remain as is until April 1, 1968, at which time the present dues be increased by an additional 25 cents per week."

Although Board reaction was generally favorable, there was some sentiment to move up the effective date of the dues hike to this coming Oct. 1.

The committee arrived at its recommendation, according to the report, after giving "full consideration to the responsibilities of the Employees Association under the new Public Employees' Fair Employment Act and the additional staff required to assure the necessary assistance to our member group to provide effective representation under the new law."

The committee had spelled out the need for increased revenue in order for CSEA to operate ef-

quired under the provisions of Subdivision 3 of Section 207 of the new law. Finally, because of the provisions of the new law, as they relate to the "Budget Submission Date", we request, in addition to "formal recognition" as required under the new law, the designation by you of a representative or representatives fully authorized to act upon your behalf for the purposes of negotiating not only the terms and conditions of a contract but also in the preparation of the proposed legislation to implement the results of our collective negotiations particularly as they relate to salaries and retirement benefits.

Council 50

(Continued from Page 1)

ship in the insurance plan compulsory but charges a flat \$2.50 per thousand dollars coverage for all age groups.

"It is easy to see," said the Employees Association, "that Council 50 has become nothing more than a compulsory insurance union—or should we say business."

actively under the new law in a detailed brochure released earlier this year.

The brochure pointed out that the new collective bargaining procedures will be considerably more complicated, will require additional specialized skills, and will consume considerable more man hours of staff time. It cited specific need for six or more collective bargaining specialists, a director of education and training, and two additional assistants in research and public relations.

Commensurate increases in program costs will occur in these areas, according to the committee, especially in public relations and legal assistance to members.

Unions Planning To Organize In Buffalo

(From Leader Correspondent)

BUFFALO—Buffalo and Erie County promise to be an early battleground in the struggle that will begin officially in September for collective bargaining rights of public employees.

When the Fair Public Employees Act, a successor to the unamended Condon-Wadlin Law, becomes effective Sept. 1 it will mean that public employees, for the first time in New York State, will have the right under law to be represented by labor unions.

For many years, the Civil Service Employees Assn. has actually acted as the labor union for the vast majority of State workers and many other employees at the County, Town and City level.

"The AFL-CIO is getting into act now," a CSEA area spokesman said this week, "and we face some competition."

The organized labor groups, principally the State, County & Municipal Employees, a unit of the AFL-CIO, offer no immediate threat to CSEA units that represent State employees. And in many other counties and political subdivisions in the State, CSEA has already won its battle to be named exclusive bargainer.

Drive On Now

Even before the new Public Employees Act becomes effective, AFL-CIO groups are attempting to organize public employees in the Buffalo and Erie County area.

The Building Service Employees International Union (AFL-CIO) sent its general organizer, Joseph P. Chulak, from Washington, D.C., last week to discuss organization efforts in the public sector with Leo Kriegbaum, business manager of the union's Buffalo Local 227.

"Our job," Kriegbaum said, "is to organize the unorganized", indicating a thrust among government employees where he said "no other labor organization is firmly rooted."

Local 264, State, County & Municipal Employees (AFL-CIO), which has represented some Buffalo Street Department workers for several years, plans an organizing effort among all City employees.

A unit of Teamsters International, Buffalo Local 375, also in-

dicates it will mount a campaign to organize public workers.

The AFL-CIO groups seek to enroll mechanics and drivers in highway and street departments and in other areas where men work with their hands or with machines.

CSEA Representation

The Buffalo chapter of the CSEA represents close to 100 percent of all the State employees in the Buffalo area.

The CSEA also has imposing strength in State institutions in Western New York, including Gowanda State Hospital, Attica State Prison, Newark State School and other installations.

The CSEA's Erie chapter represents the vast majority of workers in the Erie County area who are employed by Erie County, the Buffalo Sewer Authority and several school systems.

Neil V. Cummings, a staffer in the Erie County Probation Department, is the president of Erie Chapter.

Chautaugua Workers Get 5 Percent Raise

MAYVILLE—The Chautaugua County Board of Supervisors, urged on by area chapters of the Civil Service Employees Assn., has approved a five percent, across-the-board pay increase for about 1500 county workers.

The new pay schedules become effective on Jan. 1, 1968.

Some supervisors opposed raises for employees in the higher salary brackets but restricting amendments were defeated by the full board.

The Chautaugua supervisors named a special committee to screen requests for employee bargaining rights filed by the CSEA and an AFL-CIO union.



PUBLIC EMPLOYMENT RELATIONS BOARD—Members of the new State Public Employment Relations Board, created under provision of the Taylor Law, are from left to right, Robert D. Helsby, chairman; and Joseph R. Crowley and George H. Fowler, members. The Board was sworn in to office on August 9. The Public Employees' Fair Employment Act, which the Board will administer, becomes effective Sept. 1.

D'Ambrosio Reappointed

Governor Rockefeller has announced the recess reappointment of Nicholas J. D'Ambrosio, of Elmira, as a member of the Board of Visitors to the Elmira Reformatory, for a term ending July 13, 1974. The post is unsalaried.

Pass your Leader on to a non-member.

Books In Review

HOW TO GO ABOUT GETTING A JOB WITH A FUTURE by J. I. Biegeleisen, Grosset & Dunlap, New York, \$1.95, offers comprehensive coverage of the practical aspects involved in obtaining a job and includes a chapter devoted to civil service job opportunities.

The book contains advice on writing resumes, preparing for interviews, and qualifying for training programs. It outlines oppor-

Personnel Welfare, Telephone Positions

Applications are being received up through Aug. 25, for a Westchester County civil service examination for the position of director of personnel—(school districts), at a salary of \$12,000. At present there is one vacancy with the Yorktown Central District No. 1 (Lakeland Schools).

The examination will be held on Sept. 23. Candidates must have been legal residents of Westchester County for at least four

months immediately preceding the date of the written test. Preference in appointment may be given to successful candidates who have been legal residents of the appointing school district for at least four months immediately preceding the date of the written test. Further information and applications can be obtained at the Westchester County Personnel Office, Room 700, County Office Building.

tunities for part-time and summer employment, and for working overseas. In addition, it furnishes names and addresses of agencies from which to get specific information about jobs, including a list of various regional offices of the U.S. Civil Service Commission C.S.

Assistant Bridge & Tunnel Maintainer

Medical and qualifying physical examinations were administered last week to 59 candidates for the position of assistant bridge and tunnel maintainer, according to the City Department of Personnel.

Temp. Clerk-Typists Sought In Brooklyn

The U.S. Naval Applied Science Laboratory has immediate openings for temporary clerk-typists, beginners or experienced, on a part time or full time basis (minimum 20 hours per week).

Positions require U.S. citizenship and a minimum of 40 words per minute, plus six months appropriate experience or a high school diploma. Entrance salary (full time) is \$3,925 or \$4,269 per annum, depending on qualifications. A written test administered on location.

For further information, call 625-4500, ext. 491 or 489, or apply at the Civilian Personnel Office, Flushing and Washington Ave., Brooklyn, N.Y.

BUY U.S. SAVINGS BONDS

Where to Apply For Public Jobs

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

CITY

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

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

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

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

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

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

STATE

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

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

FEDERAL

FEDERAL — Second U.S. Civil Service Region Office, News Building, 220 East 42nd Street (at 2nd Ave.), New York, N.Y. 10017, just west of the United Nations building. Take the IRT Lexington Ave Line to Grand Central and walk two blocks east, or take the shuttle from Times Square to Grand Central or the IRT Queens-Flushing train from any point on the line to the Grand Central stop.

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

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

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Civilian Jobs With Military Installations Overseas Open For Filing; Allowances Vary

The Departments of the Army, Navy and the Air Force have released a listing of civilian civil service positions at bases in foreign countries and in the two non-contiguous states—Hawaii and Alaska.

For information on the Air Force positions inquiries should be made of the nearest

civilian personnel office at an Air Force base. Those recruited from within the United States for these positions will receive a quarters allowance or will be provided with quarters.

For the Army Department positions application should be made to the Interchange and Recruitment Coordinating Branch, Employee Management Division, Pennsylvania Ave., N.W. and 12 St., Old Post Office Building, Washington, D.C. Recruitments for these positions is generally made from those candidates who have already received civil service civil service status as a result of examination.

For information on the Navy Department positions contact the Navy Overseas Employment Office (Atlantic) Washington, D.C.

Applications will be accepted only from present or former government employees with Career or Career-Conditional Civil Service status who meet the requirements set forth by the Civil Service Commission (See Civil Service Handbook X-118—available in any personnel office) or Navy, and who have had experience directed related to the position for which application is made. Announcements containing information regarding duties and employment agreement are available at the Navy Department. S. F. 57 forms are available at first or second class U.S. Post Offices.

If selected, present stateside Navy employees with civil service status will be granted return rights to their activity in accordance with the provisions in NCPI 310. There is a re-employment assistance program available for others upon satisfactory completion of the Employment Agreement.

The positions open follow:

Air Force HAWAII

Electrical engineer (wire communications), GS-11; electrical engineer (eltr. mag.), GS-11; engineering draftsman (elec.), GS-5; explosives operations officer, GS-11; industrial engineer, GS-11; electronics technician, GS-11; operations research analyst, GS-13; supervisory recreation specialist (gen.), GS-9; air conditioning and refrigeration repairer, W-10; supervisory personnel management specialist, GS-13; position classification specialist, GS-11; and electrical engineer eltr. mag., GS-11.

OKINAWA

Equipment specialist, GS-8; employee management relations specialist, GS-11; educational specialist, GS-12; gas generating plant repairer leader, L-10; property disposal officer, GS-9; supervisory general engineer, GS-12; chief operator, GS-7; position classification specialist, GS-11; training instructor, GS-9; shorthand reporter, GS-8; management analyst, GS-9; architect, GS-13; and education program administrator, GS-14.

ALASKA

Equipment specialist (electrical) GS-11; ground electrical comp. repairer (instr.), WI-12; ground radar repairer (instr.), WI-12; ground radar rep. (instr.), WI-12; supervisory industrial engineer, GS-11; civil engineer, GS-11; electronics technician, GS-11; power generating equipment mechanic-electrical generator operator, WX-10; civil engineer, GS-11; electronics technician, GS-11; power generating equipment mechanic-electrical generator operator, WX-10; civil engineer, GS-11; electronics generator operator (instr.), WI-10; electrical generator operations foreman, F-6; mess

attendant, W-2; supervisory personnel staffing and employee relations specialist, GS-11; electrical engineer (utilities), GS-11; general attorney, GS-11; mechanical engineer, GS-11; structural engineer, GS-11; steamfitter-plumber, WX-10; electrical generator operations foreman, F-7; assistant commissary officer, GS-10; electrical lineman, W-10; mechanical engineer (util.), GS-11; personnel staffing and employee relations specialist, GS-11; toll office telephone equipment installer and repairer, W-11; personnel management specialist, GS-12; boiler fireman foreman, F-4; aircraft instrument and control systems mechanic, W-10; heating equipment repairer, W-9; tractor-trailer operator foreman, F-5; and procurement agent, GS-9.

ITALY

Personnel services officer, GS-11.

SPAIN

Supply work general foreman, F-7; electrical lineman leader, L-10; supervisory supply systems analyst, GS-9; and food service manager, GS-9.

TAIWAN

Industrial property officer, GS-10; supervisory personnel staffing specialist, GS-11; supervisory personnel affairs officer, GS-9; clerk stenographers, GS-4.

TURKEY

Electronics technicians (radio & Tropo), GS-9; personnel management specialist, GS-9-11; electronics technicians (micro), GS-9; personnel management specialist, GS-9-11; procurement clerk (steno), GS-5; administrative librarian, GS-9; attorney advisor, GS-12; supervisory operating accountant, GS-11; education officer, GS-9; administrative librarian, GS-11; and supervisory property sales specialist, GS-11.

ENGLAND

Explosives operations officer, GS-11; civilian engineers, GS-12; operating accountant, GS-9; recreation specialist, GS-8, and facilities and materials officer, GS-10.

PAKISTAN

Personnel management specialist, GS-11.

CANAL ZONE

Management technician (manpower data auto), NM-9, and education specialist (linguistics), NM-12.

RAMSTEIN, GERMANY

Clothing sale store manager, GS-6; equipment specialist (electronic), GS-11; position classification specialist, GS-11; mechanical engineer (industrial equipment), GS-12; secretary (steno), GS-5; commissary store manager (meat) GS-6; and civil engineer, GS-12.

WIESBADEN, GERMANY

Electronic engineer, GS-11; sanitary engineer, GS-13; secretary (steno), GS-5; electronics technicians, GS-11; personnel services officer, GS-12; inventory manager, GS-7, and electronic engineer, GS-11.

(Continued on Page 12)

Applications for an examination leading to career appointments in the U.S. Foreign Service are being accepted until Oct. 31 by the United States Government. The examination, to be held on Dec. 2 should be of interest to young men and women who have special qualifications in international relations, public and business administration, economics, journalism, foreign commerce, political science, history, labor, or related fields.

Depending on their age and qualifications, candidates may be appointed as Foreign Service officers of Class 6 (\$6,451 to \$7,729) or Class 7 (\$7,473 to \$8,477). Future promotions may lead to salaries ranging up to \$25,890.

Foreign Service officers are normally rotated among a number of assignments in different posts abroad and in the United States during the course of their service, and are expected to be available for world wide service.

Applicants for the written examination must be at least 21 and under 31 years of age as of December 2, 1967. A person 20 years of age as of that date may be examined if he has successfully

completed his junior year in college. Applicants must be citizens of the United States for at least 17½ years as of the examination date. Before appointment, a candidate must be at least 21 years old, a citizen of the United States for at least 10 years and, if married, married to a citizen of the United States.

Further information and the application form DSP-24 may be obtained for the Foreign Service, U.S. Department of State, Washington, D.C., 20520, while inquiries about careers in the United States Information Agency may be addressed to the Personnel Services Staff, U.S. Information Agency, Washington, D.C., 20547.

Board Of Education Offers Provisional Stenographer Jobs

The Board of Education has vacancies for stenographers at a salary of \$4,300 per annum in the Boroughs of Manhattan, Bronx, Brooklyn and Queens. Applicants for this position must be able to take and transcribe dictation at the rate of 80 words per minute. Provisional employees are entitled to the same fringe benefits as regular employees. Persons interested in provisional employment should apply in person to the Board of Education, 65 Court Street, Administrative Personnel Division, 5th floor or call 596-3936.

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

212-BEekman 3-6010

Jerry Finkelstein, Publisher

Paul Kyer, Editor

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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 Street, FEderal 8-8350

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

TUESDAY, AUGUST 22, 1967

A Great Danger

ONE of the most dangerous proposals yet to come out of the State Constitutional Convention is one that would seriously curtail the right of the Legislature to mandate benefits for local government employees.

The proposal, 1075-A, provides that no law requiring payment by any local government for increased compensation, retirement or other benefits to its employees shall be effected:

- 1) Except upon request on each local government affected, or
- 2) Unless such law is enacted in two successive years; the introducer furnishes estimated costs which would be available to the public, and a public hearing is held by the Legislature or the committee thereof prior to passage in each year.

This proposal totally fulfills an earlier prediction of this newspaper that, under the disguise of home rule, some local government officials would seek to amend the Constitution in a manner that would allow them to legally avoid any necessity to keep local employees in the mainstream of at least minimum wage and retirement benefits.

This proposal, not surprisingly, is being most ardently advocated by representatives of those communities who have kept political power through the maintenance of low tax rates even though this cynical practice resulted in poor public service and woefully underpaid employees.

We respectfully remind the delegates to the Constitutional Convention that the parent legal government of the State is its Legislature. The Legislature is, in the last resort, responsible for the basic welfare of all the people of the State, whether they live in farms or in cities, towns, or villages. The Legislature must never relinquish its inherent right and responsibility to correct local conditions which affect the welfare of the citizens of any community where the elected officials eschew true concern for the needs of that community for the political expediency of staying in power.

Needless to say, we urge every single one of our readers to help defeat this insidious proposal by sending telegrams or letters at once to their Constitutional Convention delegates calling for defeat of proposal 1075-A.

They Ask No Questions

HEAT, smoke, broken glass, falling plaster, falling beams, building collapses and heavy calibre streams of water. These are the dangers faced every day by firefighters—be they members of a big city department or a village volunteer.

Of course, those are just a small fraction of the dangers faced by these brave men. We can add to the list—accidents while responding, falling from high places and actual flames.

But these are accidents and part of the basic danger faced and expected by firefighters.

It is bad enough for a firefighter to have to put his life on the line everytime he dons the boots, turnout coat and helmet that makes him such a special person, but he should not have to make himself the target of rocks, gasoline bombs and bullets when he goes to extinguish a fire in a slum neighborhood.

That people are forced to live in these slums is not the fault of the firefighter who devoted his life to protecting life and property. He cares not where he enters to do his job—be it in the town house of a multi-millionaire or in the squalid hovel of an unfortunate, poverty-stricken member of a minority group.

All he cares about is that a person is in trouble. He never asks how much money do you have? or what church

(Continued on Page 7)

LETTERS

TO THE EDITOR New Overtime Rules Unfair

Editor, The Leader:

Recently State employees were told that legislation was passed to the effect that they would receive overtime pay at the rate of time and one half for hours worked over forty per week. This was to replace the old method of accumulated time, which was given at a later date.

Many employees used to take one day a week off and then take a long weekend of four or five days. According to the new rules working six or even seven days stretches at a time is working overtime so therefore the long weekends were done away with. Employees at this State hospital were told that they were to work only five days at a time and then take two off so as to avert working overtime. However, some employees are now working as long as eight day stretches without a day off, and to make matters even worse are being forced to take overtime earned off within the same week they earned it, thus avoiding any payment of overtime. An employee can't accumulate the time, to be used when he really needs it, but is forced to take it whether he needs it or not, then the time given is only the exact amount earned and not time and a half.

It seems that the many dedicated State employees could be treated much better than this. If we are not to be paid for the overtime then we should be given time and one half in actual time off in compensation. Also as stated before many employees are actually working longer stretches at a time than before the new ruling came into effect.

It is time that State employees petition their respective representatives concerning this matter to see what can be done towards making conditions just a little fairer to the many fine and dedicated State employees.

ATTENDANT - GRADE 6,
Willard State Hospital.

Differential Pay

Editor, The Leader:

With great interest I read the August 1 Leader on differential pay due to geographic location, which should be coming to the civil service employees. In the technician career field in Buffalo, the State lags far behind the County and Federal Governments. Erie County which has always been slightly behind us now pays their technicians \$1,300 more than its State G-8 counterpart. A senior technician with Erie County after five years service can earn over \$7,800.

The article on geographic pay was refreshing, but could also include that we are behind government as well as private and public industries. While the technician career field does not represent all of the positions offered by the State, this field is important enough to any doctor who is doing research.

It is disappointing to discover that the State can no longer compete for qualified technicians because its pay scale is so much lower in comparison to other government agencies in this geographic area.

DAVID W. GRAHAM,
Buffalo, New York.

Civil Service Law & You

By WILLIAM GOFFEN



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

Let The Punishment Fit

A HUMANE DETERMINATION by Justice Thomas C. Chimera enables a housing inspector to protest his dismissal on a plea of guilty to charges of misconduct if he can offer proof that the penalty imposed was harsher than that visited upon more serious offenders (Matter of Calgano (Moedler) New York Law Journal, July 18, 1967). The sense of injustice felt by an employee whose punishment is greater than that suffered by co-employees guilty of like offenses is understandably keen and arouses sympathy.

THE PETITIONER'S difficulties followed an investigation by the Department of Buildings into the work habits of building inspectors. In furtherance of the investigation, the petitioner was asked to testify at a preliminary hearing. On this occasion, without having counsel present to advise him, he made dangerous admissions of failure to keep daily route sheets; of making false and deceptive reports; and of departing from his assignment of duty during working hours.

THE PETITIONER'S inculpatory admissions at the preliminary hearing formed the basis of charges of misconduct pursuant to Section 75 of the Civil Service Law. This section provides for a hearing upon charges. When the petitioner appeared at the hearing room, however, he waived the opportunity for a hearing and pleaded guilty to the charges. At this time, he was represented by counsel.

IN COURT, THE petitioner's first argument was that the preliminary hearing was illegal because he was not advised of his constitutional rights. The court, however, did not rule on this contention because the subsequent plea of guilty while counsel was present made such a ruling unnecessary.

EVEN IF THE petitioner were entitled to advice at the preliminary hearing that he had the right to representation by an attorney and other rights, thereby extending the decisions of the courts relating to interrogation while in police custody to questioning of civil service employees, the plea of guilty in the presence of his counsel meant that he waived earlier irregularities.

THE PETITIONER'S more successful contention was that his dismissal was too harsh and, therefore, reflected an abuse of discretion by his employer. If other employees were in fact suspended rather than discharged for worse offenses, the petitioner was victimized. However, the petitioner had not given evidence to support this claim. Presumably, such evidence may consist of personnel records or employee affidavits. Eventually, a formal trial of the issue may be required.

TEN YEARS AGO, there actually was a trail involving a similar issue. The petitioner in that case had been denied promotion to police sergeant because of his disciplinary record, consisting of conviction of charges of misconduct on eleven different occasions when the officer was new in the police force.

IN A REPLY affidavit, the petitioner contended that three other candidates were promoted although they, too, had disciplinary records. He also contended that there were numerous other candidates who had been promoted despite their disciplinary records. Indeed, certain of such officers were found guilty of fairly serious charges. Thus, one had drawn his gun against a fellow officer and another had assaulted a civilian while apparently intoxicated.

THE PETITIONER'S own record, while involving numerous complaints occurring almost twenty years earlier, concerned minor penalties for the most part consisting of short suspensions without pay. The petitioner argued that it was "positively arbitrary and capricious to use a disciplinary record as an excuse to deny promotion to some and to disregard such record in the case of others."

JUSTICE OWEN McGivern directed that the issue be determined at a trial before the Court. At the trial before Justice Charles A. Loreto, one of the petitioners' witnesses was a patrolman who had been promoted to sergeant on the day when the petitioner was finally by-passed. This witness conceded that his disciplinary record included a penalty of seven days' suspension without pay for "moonlighting." The maximum suspension ever imposed upon the petitioner was three days' pay. Another witness was a police captain who freely admitted to more serious charges in his early days

(Continued on Page 11)

U.S. Service News Items

By JAMES F. O'HANLON

Administration Pressure Grows For 4.5 Raise

Since the announcement of the 10 percent income tax surcharge by President Johnson recently, even more pressure has been exerted by the Administration and felt by Congress to not exceed the President's proposed 4.5 percent increase for Federal workers this year.

In fact in his 10 percent surcharge message, the President strongly urged Congress to make every effort not to exceed budget estimates of last January. It was in this budget estimate that the Administration allowed for the 4.5 percent Federal employee raise which has been branded as grossly inadequate by Government employee spokesmen and many Congressmen.

In his statement, the President made it known that he was opposed to the combination Federal

said "would amount to the yield of a two percent tax surcharge and come directly out of the pockets of the American taxpayers."

This being a generally economy-minded Congress, with this kind of pressure being exerted more strongly than ever now, the President may get his wish.

Growing Community

There were a total of 1,067,000 government employees in New York State in July, including employees of Federal, state, local and military agencies.

Total employment in the State was 7,890,000, making government the employer of 13½ percent of the State's workers. The figure is up 5.7 percent for the year compared with 1.3 percent for all employment.

Unemployment among former government workers was 1,767

down 25.9 percent for the month.

On the national scene there was a total of 10,580,000 civilian employees in Oct. 1965 of which 2,588,000 worked for Federal agencies, 2,028,000 for State agencies and 5,973,000 for local agencies. The group earned \$4,884 million.

Of these about two and a half million are Federal employees, one-quarter of them female, about five percent of them part-time, 26 percent blue collar workers.

No Social Security

Federal employees should have benefits at least equal to those under Social Security, the President has asked. Most city and state employees now have Social Security as an additional benefit but Social Security for Federal employees—and medicare benefits—are apparently out this year. But Civil Service Retirement will have to meet the benefit standards set by the new Social Security bill.

Collective Bargaining Felt

Increasing militancy among government workers in their collective bargaining and refusal to be treated any longer as "second-class citizens," the increasing frequency of strikes, and the woeful lack of experience on the part of public administrators to deal with the merging situation, are points in a new book intended to be a guide for city managers, finance officers, civil service commissioners, personnel directors, and legislative officials. It discusses the impact of collective bargaining on the various aspects of public administration, including budgeting, and civil service policies and procedures. The impact of work stoppages and fact-finding are also discussed.

Public Management at the Bargaining Table is listed at \$11.95. Members of the Public Personnel Association may purchase the volume at a special price of \$1.95.

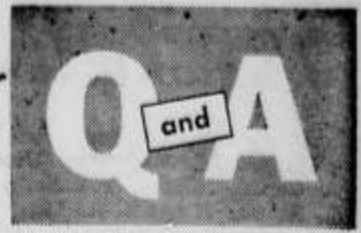
Computer Helps Promote

Scientific selection for promotions is the aim of a program created for 75,000 civilian employees in Defense. A panel of experts in each of 14 fields will review computerized dossier records of employees at all levels from trainees to professionals. Those best qualified will be located to meet special needs around the country.

Sabbath Consideration

Religious objections to Sabbath work are receiving more consideration in Federal employment. Most departments adjust schedules. Last week the Senate Constitutional Right Subcommittee reported that a Seventh-day Adventist has been ordered restored to job. On July 20 the commander of the 804th Service Squadron, Grand Forks Air Base, N.D. had written her that "deviation from scheduled duties cannot be tolerated." The employee filed a complaint of religious discrimination.

General Service Administration maintains records of all the nation's civil servants. Under the name "Smith" they have the equivalent of more than 1,000 filing cabinets of cards.



QUESTIONS AND ANSWERS . . .

. . . about health insurance

by William G. O'Brien

Blue Cross-Blue Shield Manager,

The Statewide Plan



This column will appear periodically. As a public service Mr. O'Brien will answer questions relative to the Statewide Plan. Please submit your questions to Mr. O'Brien, Blue Cross-Blue Shield Manager, The Statewide Plan, 1215 Western Ave., Albany, N.Y. 12203. Please do not submit questions pertaining to specific claims. Only questions of general interest can be answered here.

Q. I will be 65 in September and have signed up for Medicare Part B. Does the Statewide Plan still cover me after I am 65 even though I have signed up for Medicare?

A. The Statewide Plan is coordinated with Medicare benefits but does not pay the benefits available to you under Part B. However, certain items which Medicare does not cover are covered by the Statewide Plan. As a result, your premiums are reduced and you have no loss of coverage from your present benefits.

Q. Does the Major Medical portion of the Statewide Plan pay for the salaries of private duty nurses while one is hospitalized?

A. Private duty nursing is covered expense under Major Medical as described in the booklet entitled The Statewide Plan. Private duty nursing benefits begin after the first 48 hours that the service is rendered.

Q. Kindly advise me if, as an employee of Civil Service, should I have to leave before retirement age, for any reason, would my entire insurance plan remain intact, including Major Medical coverage?

A. I assume from your inquiry that you are enrolled in the Statewide Plan. If you terminate your employment, you are automatically assured of being able to convert the Blue Cross and Blue Shield contracts. The Major Medical is not convertible.

EDITORIAL

(Continued from Page 6)

do you go to? or where were you born? before he goes to work.

The Uniformed Firemen's Assn. and the Uniformed Fire Officers Assn. are spending thousands of dollars to educate the public to the job that a fireman does. This is to lessen the number of assaults and other attacks as they go about their job.

Fire Commissioner Robert O. Lowery has ordered that all open-topped apparatus be covered with a missile-proof material and that additional safeguards be furnished members.

The rest of the civil service community should help their brother public employees by supporting their public relations programs and spreading the word that, as Gerry Ryan, UFA president, says: The Fireman is Your Friend.



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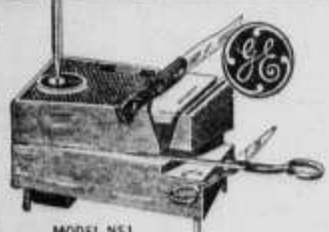
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Civil Service Television

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

Monday, August 28

- 4:00 p.m.—Around the Clock—Police Department training program.
- 6:00 p.m.—Community Action—Ted Thackrey moderates program.
- 7:00 p.m.—TV Shorthand—Manpower Education Institute presentation: Lesson 21.
- 7:30 p.m.—On the Job—N.Y.C. Fire Department training program.
- 9:00 p.m.—New York Report—Lester Smith hosts interviews between City officials and visiting newsmen.

Tuesday, August 29

- 4:00 p.m.—Around the Clock—N.Y.C. Police Department training series.
- 4:30 p.m.—Community Action—Ted Thackrey moderates program.
- 7:00 p.m.—TV Shorthand—Manpower Education Institute presentation: Lesson 22.

Wednesday, August 30

- 4:00 p.m.—Around the Clock—N.Y.C. Police Department training program.
- 4:30 p.m.—Community Action—Ted Thackrey moderates program.
- 7:00 p.m.—TV Shorthand—Manpower Education Institute presentation: Lesson 11.
- 7:30 p.m.—On the Job—N.Y.C. Fire Department training program.
- 8:00 p.m.—Behind the Laws—Analysis of recently passed State laws: Program 6—"Estates, Powers and Trusts."

Thursday, August 31

- 4:00 p.m.—Around the Clock—N.Y.C. Police Department training program.
- 7:00 p.m.—TV Shorthand—Manpower Education Institute presentation: Lesson 23.
- 7:30 p.m.—On the Job—N.Y.C. Fire Department training program.
- 10:30 p.m.—Community Action—Ted Thackrey moderates program.

Friday, September 1

- 4:00 p.m.—Around the Clock—N.Y.C. Police Department training program.
- 7:00 p.m.—TV Shorthand—Manpower Education Institute presentation: Lesson 24.
- 10:00 p.m.—Behind the Laws—Program 6—"Estates, Powers and Trusts."

Saturday, September 2

- 7:00 p.m.—Community Action—Ted Thackrey moderates program.
- 7:30 p.m.—N.Y.C. Fire Department training program.

Pentagon Offers Positions For Document Analysts

The Defense Intelligence Agency, in the United States Department of Defense, Washington, D.C. has immediate openings for grade 7 and grade 9 document analysts and abstractors. The salary for these jobs is \$6,451 for grade 7 and \$7,696 for grade 9. These positions demand college degrees.

For further information, contact Room 2E-239 at the Pentagon, Washington, D.C.

Eligible Lists

(Continued from Page 8)

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Federal Government Offering Card & Key Punch Operator Jobs

The Federal government has numerous vacancies for card punch-key punch operators in installations in the New York area. Appointments will be made from the lists resulting from the qualifying examination to part-time as well as full time positions.

Jobs are available at GS-2 and GS-3 grades. The starting salary for GS-2 is \$1.89 an hour or \$3,925 a year. For GS-3 the starting pay is \$2.05 an hour or \$4,269 a year.

For further details, see announcement No. NY-7-02 which is available at the Interagency Board of U.S. Civil Service Examiners, 220 East 42 St., New York, N.Y. 10017 or at the following post offices in New York State: Brooklyn, Jamaica, Hempstead, Patchogue, Riverhead, Middletown, Newburgh, New Rochelle, or Yonkers.

Applicants who wish to take the written test in Manhattan may report directly to room B-20 in the lower level of the News building, 220 East 42 St., New York, N.Y. on any Wednesday at 8:30 a.m. or 12:30 p.m.

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On September 1, 1967, the completely rewritten New York State Penal Law and considerably revised Code of Criminal Procedure become effective.

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News Of The Schools

By A. L. PETERS

Union-Board Negotiations Tally

The United Federation of Teachers and the Board of Education continued negotiations during the week under the aegis of a fact-finding committee appointed by Mayor Lindsay and Vincent D. McDonnell, chairman of the State Mediation Board. The committee consisted of Archibald Cox, Chairman, Professor at Harvard Law School and former Solicitor General of the United States; Dean Russell Niles, Chancellor of New York University Law School; and Walter Gellhorn, Professor of Columbia University Law School. The factfinding committee met with the union and with the Board of Education on separate days last week. Negotiations were resumed on Thursday and Friday.

Present salary arrangements are \$5,400 to \$9,950 with a \$2,000 differential for special education. The Board's best offer to date is \$6,200 to \$10,350 with a \$2,000 differential.

Many of the minor items of 600-odd presented by the union have been resolved or disposed of. However, the major items including salaries, special programs for disruptive children and a more effective school program remain open at press time.

T.V. University Begins Sept. 23

Five college credit courses, ranging from the humanities to calculus, will be televised beginning Sept. 23 in an unprecedented educational television project sponsored by the State University of New York and The City University of New York.

The University of the Air will be broadcast Saturdays on the five independent educational television stations in the State (WNET, New York; WNED-TV, Buffalo; WMHT, Schenectady; WXXI, Rochester; WCNY-TV, Syracuse) and will be repeated during the week. Courses will be offered for credit and no-credit by ten participating campuses (State University Colleges at Brockport, Buffalo, Fredonia, Geneseo and Oswego; Nassau, Rockland and Onondaga Community Colleges; and the State Universities at Albany and Binghamton), and by Queens College of the City University of New York.

The courses offered this semester are: The History of Latin America I, Major American Books, Calculus and Analytic Geometry I, Humanities I: The Discourse of Western Man, and The Rise of the American Nation I. These are basic courses required in the first two years of an undergraduate college program.

Prospective students can register for any of the courses through their local participating campuses. Those who wish to have credit for the courses pay a tuition fee from \$12 to \$18 per credit hour; others who wish to follow the courses on their own may register for non-credit by paying \$2 for a study guide. Matriculated students at the City University and State University campuses may register for credit only with the permission of their college. Registration for credit closes at midnight, Sept. 29. There is no deadline for non-credit registration.

Brochures and other information are available by writing to the University of the Air, P.O. Box 4440, New York, N.Y. 10017 (New York City area), University of the Air, P.O. Box 6271, Albany, New York, 12206 (upstate New York) or by contacting the local participating campuses.

MDTP Shows Work At Syracuse Fair

New York's Manpower Development Training Program will demonstrate its work at the New York State Fair in Syracuse Sept. 2 with an exhibit centered around key punch and listing machines. Six trainees, under the direction of their teacher, Miss Esther Anthony, will operate the equipment at the State Building.

September 2nd will be known as "New York City Adult Training Center Day."

New Curriculum Set In K, 1, 5, 6 and 9

Pupils in kindergarten and grades 1, 5, 6 and 9 in most of New York City's public schools will return to classes next month to find that the entire history and social science curriculum has been revised to emphasize the teaching of concepts rather than the accumulation of data through classroom learning activities.

The change, which in the next two years will affect all of the grades from Pre-Kindergarten to Grade 12, is the result of a project that was initiated in 1964 and has since involved hundreds of teachers, supervisors and curriculum writers in its development.

Some of the basic concepts that will be taught under the new curriculum are that history is a continuous process leading to the present, historical events have multiple causes and effects, the present influences understanding of the past, change is a constant in history and change does not necessarily imply progress.

New School and Housing Development

The New York City Educational Construction Fund will soon proceed with the construction of the proposed new \$2.5 million PS 126, the Bronx, as part of a 25-story 400-family apartment house at University Avenue, Ogden Avenue, Union Place and West 166 Street.

Mrs. Ann Carpenter has been designated Chairman of the English Department at Haaren High School.

Summer Institute On For Science Teachers

A group of science teachers is attending the Summer Institute in Science at State University of New York at Albany to learn about new materials and methods in science education. Sixteen of the 17 teachers are being aided by full or partial State tuition maintenance fellowships. Grants for the institute were made available by the State Education Department through its Teacher Education Bureau.

Dr. Walter A. Farmer, chairman of the science department at the Milne School on campus, is director of the institute.

The purpose of the summer institute is to help high school science teachers prepare for the changes in new courses in biology and chemistry.

In the mornings there are lecture discussion periods in biology, chemistry, and physics. Afternoons are devoted to the development of demonstrations and laboratory worked in the three subjects. The courses each carry six hours of graduate credit and once a week a non-credit seminar meets for acquainting participants with developments in those areas of science which they are not teaching.

Board Seeks B.A. For Statistician Job

A provisional appointment as assistant statistician is being offered by the Board of Education to fill a current vacancy in the title.

Requirements are a baccalaureate degree with 12 credits in mathematics or statistics, or a satisfactory equivalent. Satisfactory full time experience in statistical work will be accepted in lieu of college education on a year for year basis.

Appointment will be at the rate of \$6,050 per annum with the usual civil service increments, vacation allowance and benefits.

Interested persons should contact Mr. Robert F. Marron, assistant secretary, at 596-3990.

Survey Holds Ed Programs Ineffective

Five elements in the New York City educational system were severely criticized in a 300-page survey by a City University research team released last week. The report urges more effective decentralization to fight bigness; delegation of power to district superintendents to fight bureaucracy; a greater variety in programming to fight depersonalization; busing, pairing, educational parks, specialized schools and school reorganization to foster integration; and pre-kindergarten and compensatory programs to overcome difficulties of the disadvantaged.

The survey finds major obstacles in New York "in the vested interests of the central decision-making core at headquarters and the unwillingness of the district superintendents to take on the added responsibilities." Fiscal problems were minimized.

The Department of English at the State University College at Geneseo has been granted authority by State University to offer the M.A. degree in English beginning in September.

Summer Programs End For 144,200

The 118 summer elementary schools ended their program of summer studies for 35,000 children last week. The 19 summer junior high schools closed for their 25,000 pupils on Aug. 18, when the 17 summer high schools also ended their sessions for 73,200 students.

The four summer evening high schools also closed Aug. 18 for 12,000.

Board of Education recreational programs for 560,000 children, teen-agers and young adults continue, as will summer programs of teacher-training and other special projects.

Consumer Education Added In 10 Schools

How pupils can get more for their dimes and quarters as adolescents and for their dollars in later life will be taught in a new experimental course in consumer education to be introduced in about 10 high schools this coming fall.

Superintendent of Schools Dr. Bernard E. Donovan pointed out that buyers, whether children or grownups, receive less guidance from storekeepers these days because of self-service and catalogue purchasing.

Consumer items as food, clothing, home furnishings, automobiles, drugs and accessories, leisure-time, merchandise and living space, rented or bought, are included in this study course.

Astronaut Tours Schools For Fitness

Former Astronaut Capt. James A. Lovell Jr., Special Consultant to President Johnson for Physical Fitness, accompanied President Alfred A. Giardino of the Board of Education and Superintendent of Schools Dr. Bernard E. Donovan, in a tour of summer recreational and athletic facilities of the public school system and other New York City agencies. He was accompanied by officials of the President's Council on Physical Fitness and by top school officials.

Eligible Lists

TEACHER OF HEALTH CONSERVATION CLASSES IN DAY SCHOOLS
Pauline E. Weiss, 8018; Adine R. Usher, 7890; Juan M. Pendergast, 7855; Grace Shovel, 7773; Arthur Gerchick, 7754; Ruthanne Laddesol, 7678; Norma S. Friedman, 7624; Diana M. Salkow, 7589; Jacqueline Z. Schatz, 7589; Karen A. Goodman, 7560.

Sara Holtzman, 7538; Marie C. Foley, 7377; Stanley Fogel, 7246; Lillian B. Iera, 7191; Rose A. Breslaw, 7125; Belle Kessler, 7111; Judith D. Shapiro, 7096; Mary E. Shoeket, 7094; Susan E. Mandelbaum, 7051; Irene W. Morgan, 6991; Sarah S. Corcoran, 6925; Florence L. Eidelberg, 6859; Sondra Arenz, 6833; Rose Liss, 6680; Suzanne B. Saperstein, 6618; Barbara M. Kaplan, 6564; Florence M. Sapiro, 6558; Marilyn A. Campbell, 6480; Naomi M. Winston, 6459; Alisa P. Vaccaro, 6428; Veronica M. Thaler, 6195; Rita Karman, 6185.

SUPERVISOR OF EDUCATION OF THE VISUALLY HANDICAPPED
Bernard D. Bromley, 7888; Paula B. Widemann, 7142.

TR. OF AUTO. HEATING MECHANICS IN DAY SCHOOLS
Harry C. Berkson, 7715.

REVISED ELIGIBLE LIST
William Kaffler, Accounting & Bus. Practice D.H.S.: 74.30 D.
Milton Anger, Asst. to Principal D.H.S.: 72.80 V.
Irwin Shames, Asst. to Principal D.H.S.: 75.77 V.
Melvin Selznick, Asst. to Principal J.H.S.: 81.99 D.
Samuel Silverberg, Asst. to Principal J.H.S.: 79.50 V.
Seth Z. Coltoff, Chair. of Dept. in Social Studies J.H.S.: 72.80 V.

KEY ANSWERS FOR TEACHER TESTS FOR DAY HIGH SCHOOL SOCIAL STUDIES

- 1 (3); 2 (3); 3 (3); 4 (2); 5 (2); 104 (3); 105 (2); 106 (1);
- 6 (2); 7 (1); 8 (4); 9 (1); 107 (1); 108 (4); 109 (3); 110 (2);
- 10 (4); 11 (1); 12 (3); 13 (1); 111 (4); 112 (1); 113 (4); 114 (3);
- 14 (1); 15 (2); 16 (3); 17 (3); 115 (4); 116 (2); 117 (2); 118 (3);
- 18 (4); 19 (3); 20 (1); 21 (4); 119 (4); 120 (1); 121 (1); 122 (2);
- 22 (2); 23 (2); 24 (4); 25 (2); 123 (4); 124 (2); 125 (2); 126 (3);
- 26 (3); 27 (4); 28 (4); 29 (4); 127 (2); 128 (1); 129 (4); 130 (4);
- 30 (2); 31 (2); 32 (3); 33 (2); 131 (4); 132 (4); 133 (2); 134 (3);
- 34 (3); 35 (4); 36 (2); 37 (3); 135 (3); 136 (2); 137 (2); 138 (2);
- 38 (1); 39 (4); 40 (4); 41 (1); 139 (3); 140 (2); 141 (2); 142 (1);
- 42 (3); 43 (3); 44 (2); 45 (2); 46 (4); 143 (3); 144 (1); 145 (1); 146 (2);
- 47 (2); 48 (3); 49 (2); 50 (2); 147 (2); 148 (2); 149 (3); 150 (2);
- 51 (3); 52 (2); 53 (4); 54 (3); 151 (3); 152 (1); 153 (1); 154 (2);
- 55 (2); 56 (2); 57 (4); 58 (4); 155 (1); 156 (1); 157 (3); 158 (4);
- 59 (4); 60 (4); 61 (1); 62 (3); 159 (2); 160 (4); 161 (2); 162 (4);
- 63 (3); 64 (3); 65 (3); 66 (1); 163 (1); 164 (3); 165 (2); 166 (1);
- 67 (1); 68 (3); 69 (1); 70 (2); 167 (2); 168 (2); 169 (2); 170 (3);
- 71 (2); 72 (1); 73 (4); 74 (3); 171 (4); 172 (4); 173 (3); 174 (1);
- 75 (1); 76 (3); 77 (2); 78 (2); 175 (2); 176 (2); 177 (3); 178 (3);
- 79 (2); 80 (2); 81 (3); 82 (1); 179 (2); 180 (1); 181 (1); 182 (3);
- 83 (2); 84 (1); 85 (1); 86 (3); 183 (2); 184 (4); 185 (1); 186 (3);
- 87 (4); 88 (4); 89 (2); 90 (2); 187 (2); 188 (2); 189 (1); 190 (3);
- 91 (2); 92 (2); 93 (4); 94 (2); 191 (4); 192 (4); 193 (3); 194 (2);
- 95 (2); 96 (3); 97 (1); 98 (1); 195 (2); 196 (2); 197 (1); 198 (4);
- 99 (2); 100 (4); 101 (2); 102 (1); 103 (1); 199 (1); 200 (1).

MEN TEACHERS — JUNIOR HIGH SCHOOLS HEALTH EDUCATION

- 1 (3); 2 (2); 3 (1); 4 (3); 5 (1); 76 (4); 77 (4); 78 (2); 79 (1);
- 6 (1); 7 (3); 8 (3); 9 (4); 10 (1); 80 (1); 81 (4); 82 (2); 83 (4);
- 11 (3); 12 (2); 13 (1); 14 (4); 84 (1); 85 (1); 86 (2); 87 (3);
- 15 (2); 16 (3); 17 (2); 18 (2); 88 (4); 89 (2); 90 (4); 91 (4);
- 19 (2); 20 (2); 21 (4); 22 (4); 92 (1); 93 (2); 94 (4); 95 (1);
- 23 (1); 24 (4); 25 (2); 26 (2); 96 (1); 97 (4); 98 (3); 99 (2);
- 27 (2); 28 (1); 29 (1); 30 (2); 100 (4); 101 (4); 102 (3); 103 (2);
- 31 (3); 32 (4); 33 (4); 34 (1); 104 (4); 105 (3); 106 (2); 107 (2);
- 35 (1); 36 (3); 37 (3); 38 (2); 108 (1); 109 (3); 110 (1); 111 (3);
- 39 (1); 40 (1); 41 (1); 42 (4); 112 (2); 113 (4); 114 (1); 115 (3); 116
- 43 (3); 44 (4); 45 (4); 46 (1); (3); 117 (2); 118 (3); 119 (3); 120 (3);
- 47 (4); 48 (3); 49 (3); 50 (4); 121 (2); 122 (3); 123 (3); 124 (3);
- 51 (3); 52 (2); 53 (3); 54 (4); 125 (2); 126 (4); 127 (2); 128 (3);
- 55 (1); 56 (4); 57 (3); 58 (2); 129 (4); 130 (4); 131 (2); 132 (4);
- 59 (4); 60 (3); 61 (3); 62 (4); 133 (2); 134 (3); 135 (1); 136 (2);
- 63 (1); 64 (2); 65 (4); 66 (1); 137 (3); 138 (2); 139 (2); 140 (3);
- 67 (3); 68 (2); 69 (1); 70 (2); 141 (1); 142 (2); 143 (3); 144 (2);
- 71 (4); 72 (1); 73 (1); 74 (3); 145 (3); 146 (1); 147 (4); 148 (3);
- 75 (3); 149 (1); 150 (3).

The Veteran's Counselor

By FRANK V. VOTTO



Benefits For World War I Veterans

(Continued from last week)

Naturalization Preference

NATURALIZATION FOR ALIENS who served with the United States Forces during World War I may be authorized and expedited by eliminating certain requirements such as waiting period, residence requirements, etc. To qualify, a veterans must also be a person who has been lawfully admitted to the United States for permanent residence, or a person who, at any time has entered the Armed Forces within the United States, the Canal Zone, American Samoa or Swains Island.

Correction Of Military Records

THE CORRECTION of errors or injustice in a service record sometimes results in making the veteran eligible for certain veterans' benefits. The veteran, his survivors, or his legal representative may file a written application for the correction of an error or injustice.

Review Of Discharge

BOARDS OF REVIEW have authority to change, correct, or modify any World War I veterans' discharge or dismissal from service which was NOT the result of a general court-martial, and direct the issuance of a new discharge in accord with the facts presented. Application may be made by the veteran, or, in the case of a deceased or incompetent veterans, his spouse, his next of kin, or his legal representative.

GI Life Insurance

WORLD WAR I veterans were issued United States Government Life Insurance Policies (USGLI) (Policy numbers preceded by a "K"). This insurance is no longer available. However, those veterans who do have it may add to their policies a Total Disability Income Provision which would provide \$5.75 a month for each \$1,000 of insurance in force, if the veteran is determined by the VA to be totally disabled prior to age 65. Those veterans with USGLI Term Policies may exchange them for a Special Endowment at Age 96 Plan policy which will not mature because of total permanent disability of the insured.

Dependency And Indemnity Compensatory (DIC)

DIC PAYMENTS may be made to widows of World War I veterans, their unmarried children under 18 (as well as to their helpless children between 18 and 23 if attending a VA approved school), and certain parents of veterans who died after January 1, 1957 from a service-connected cause. Receipt of such payments does not bar the widow or children from receiving any death benefits from Social Security.

Death Compensation

DEATH COMPENSATION payments are authorized for widows, unmarried children under 18 (or until 23 if attending a VA approved school), helpless children, and dependent parents of World War I veterans who died before January 1, 1957 because of a service-connected cause. If they choose, the widows, children, or parents may elect to receive the

DIC payments (previously mentioned) in place of the Death Compensation.

Non-Service Connected Death Pension

IF A WORLD WAR I veteran dies of causes not related to service his widow and children may be eligible for a Death Pension. They may choose one of two systems of payment, which ever will best fit their requirements. The deceased veteran must have had 90 days service, unless discharged sooner for a service-connected disability; or, he must have been receiving or was entitled to receive compensation or retirement pay for a service-connected disability incurred during the War.

(To Be Continued)

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Welfare Police Elect Bella

The Welfare Patrolmen's Benevolent Association, announced the results of the election for its new executive board recently.

Elected were Anthony Bella, president; Armando J. Del Giorno, first vice president; John Herlihy, recording secretary and Edwin Jordan, treasurer. Their constitution and by-laws were amended to establish the offices of second vice president, executive secretary and financial secretary. These posts to be filled at their next meeting by appointment from Bella.

Bella who is a member of the

National Police Officers Association of America," was honored last October when he received the

Law Column

(Continued from Page 6)

on the force than those involving the petitioner. Unfortunately, however, the Trial Court held that the evidence did not establish the Commissioner's arbitrariness, and the employee was never promoted to sergeant.

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Civilian Jobs Overseas

(Continued from Page 5)

THAILAND

Supervisory electrical engineer (electro-mag.), GS-12; electronics technician (radar), GS-9; electrical engineer, GS-13; industrial property officers, GS-10-11; intelligence operations specialist, GS-9, and historian, GS-11.

PHILIPPINES

Architect, GS-13; general transportation assistant, GS-9; clerk, steno, GS-4; supervisory personnel officer, GS-9; building maintenance general foreman, P-10; civil engineer, GS-12; supervisory general engineer, GS-12; administrative librarian, GS-12; and club manager, GS-11.

AZORES

Personnel staffing and employee relations specialist, GS-11; supervisory air traffic control specialist, GS-9; supervisory employee development specialist, GS-12; supervisory personnel specialist, GS-7; traffic manager, GS-11.

JAPAN

Attorney-advisor, GS-12; electronic technician, GS-11; employee relations specialist, GS-11; clerk stenographers, GS-4; secretaries (stenos), GS-4; communications relay equipment operators, GS-5; position classification specialist, GS-11; librarian, GS-9; education officer, GS-11; supervisory QC specialist, GS-13; contract termination, GS-12; teletype mechanic leader, L-10; program

analyst, GS-11; disaster control officer, GS-9; supervisory recreation specialist (A & C), GS-10; supervisory electronic technician, GS-10; commissary store manager, GS-7; supervisory recreation specialist (gen), GS-8; and personnel officer, GS-12.

SPAIN

Supervisory contract specialist, GS-11.

KOREA

Incentive awards specialist, GS-6; electronics technician, GS-9; supervisory recreation specialist (A&C), GS-10; property disposal officer, GS-7; office services, GS-9; secretaries (steno), GS-4, and recreation specialist, GS-7.

VIETNAM

Employee development officer, GS-11; librarian, GS-9; mechanical engineer, GS-13; supervisory personnel management specialist, GS-11; personnel staffing specialists, GS-9; supervisory personnel management specialists, GS-12; chemist, GS-12, and industrial property officer, GS-11.

LABRADOR

Mechanical engineer (utilities), GS-11 and electronics technician, GS-9.

PUERTO RICO

Systems analysis and design technician, GS-7, and dental hygienist, SCH-32, equivalent to GS-5.

Army

The Army Department's vacan-

cies follow:

KOREA

Administrative officer (program and budget), GS-9; auditor, GS-11; budget, GS-11; equipment specialist (electronics), GS-11; equipment specialist (machinery), GS-11; facility manager (aircraft), GS-11; digital computer programmer, GS-11; stock fund accounting analyst, GS-11; safety officer, GS-12; historian, GS-9, and clerk stenographer, GS-4-5.

OKINAWA

Position classification specialists, GS-9-11-12; personnel management specialist, GS-11; supervisory personnel staffing and employee relations specialist, GS-11; personnel staffing specialist, GS-9, and supervisory employee development specialist, GS-12.

THAILAND

Personnel management specialist, GS-11; employee development officer, GS-11; electronic engineer, GS-12, and position classification specialist, GS-11.

VIETNAM

Historian, GS-12; clerk-steno, GS-4-5; computer programmer, GS-9 and 11; education officer, GS-11-12; anthropology specialist, GS-11; electronic engineer, GS-11-12; auditor, GS-11-12; inventory management specialist, GS-9-11-12; position classification specialist, GS-11; general engineer, GS-9-11; personnel staffing specialist, GS-9-11; contract specialist, GS-11; supervisory property sales specialist (general), GS-11; communication specialist, GS-12; communication specialist (general), GS-11-12; and personnel management specialist, GS-11-12.

Navy

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ARGENTINA,

NEWFOUNDLAND

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Supervisory general engineer (chief engineer—planning, design, specification, engineering), GS-12.

BAHRAIN ISLAND

Tour of duty six months. Salary plus quarters allowance and 10 per cent differential.

Petroleum quality control representative, GS-11.

BERMUDA

Tour of duty 36 months. Salary plus quarters allowance.

Personnel officer, GS-11; personnel assistant, GS-7; firefighter (structural), GS-5; general foreman I transportation, \$4.44 to \$4.80; foreman (leadingman), metalworking shops, \$3.96 to \$4.30; diesel electric plant controlman, \$3.17 to \$3.43.

CANAL ZONE

Tour of duty 24 months. Salary includes 15 per cent tropical differential.

Electronic technician, NM-12; employee development specialist, NM-11; supervisory recreation specialist (general), NM-9; communications equipment operator NM-4; inspector (PW structures), \$4.11 to \$4.45; electrician (power plant), \$3.60 to \$3.97; refrigeration & air conditioning mechanic, \$3.67 to \$3.97; liquid fuels gager, \$3.30 to \$3.58, and radio mechanic, M-8.

TALCAHUANO, CHILE

Tour of duty 24 months. Salary plus quarters allowance.

Industrial engineer, GS-12.

GUANTANAMO BAY, CUBA

Tour of duty 24 months if accompanied or joined by dependents; twelve months if single or not accompanied by dependents. Salary plus 10 per cent differential. In addition to salary, government quarters available without charge. **Dependent travel not authorized unless family housing available.** Payment of a separate maintenance allowance is authorized for eligible civilian employees at Guantanamo Bay, Cuba when dependents are prevented from joining them for a period of not less than three months. The allowance is payable only when dependents are maintained outside the country of the employee's assignment. The annual rates are as follows: one child only, \$1,250; two or more children, \$2,200; one adult only, \$2,500; one adults and one additional dependent, \$2,900; one adult and two or three additional dependents, \$3,300 and one adult and four or more additional dependents, \$3,700.

Personnel officer, GS-14; administrative services officer, GS-13; budget officer, GS-13; budget analyst, GS-12; supervisory production controller (ships), GS-12; supervisory civil engineer, GS-12; supervisory electrical engineer (general), GS-12; structural engineer, GS-11; supervisory budget analyst, GS-11; accounting officer, GS-11; mechanical engineering technician, GS-11; EAM project planner, GS-7-9-11; budget and accounting officer, GS-10; management analyst, GS-9; management analyst (Naval supply depot), GS-9; budget analyst, GS-9 (public works center); Electronic technician (sonar), GS-9; supervisory maintenance and operations specialist (utilities), GS-9; housing project manager, GS-8; management technician, GS-7; superintendent transporta-

tion I, \$12,209.60 to \$13,208.00; general foreman structural shops I, \$4.44 to \$4.80; foreman (leadingman), plumber, \$3.96 to \$4.30; planner and estimator (public works structures), \$3.96 to \$4.30; *leader carpenter, \$3.45 to \$3.73; leader painter, \$3.45 to \$3.73; *leader power plant controlman, \$3.45 to \$3.73; foreman (leadingman) truck driver (heavy), \$3.54 to \$3.84; *carpenter, \$3.06 to \$3.32; automotive mechanic, \$3.06 to \$3.32; *electrician (lineman), \$3.17 to \$3.43; *electrical equipment repairman, \$3.06 to \$3.32; *engineman (hoisting and portable), \$3.17 to \$3.43; *wharfbuilding, \$3.17 to \$3.43; *galley equipment mechanic, \$3.06 to \$3.32; *central office repairman, \$3.27 to \$3.55; *instrument mechanic (electrical), \$3.27 to \$3.55; *machinist (marine), 3.17 to \$3.43; *electrician (ship repair department), \$3.17 to \$3.43; plumber, \$3.17 to \$3.43; *armature winder, \$3.17 to \$3.43; *pest control equipment operator, \$2.96 to \$3.20; *boilermaker, \$3.17 to \$3.43, and *letterer and grainer, \$3.17 to \$3.43 per hour.

(Asterisk (*) indicates housing not available and travel of dependents will not be authorized.)

LONDON, ENGLAND

Tour of duty 36 months. Salary plus quarters allowance.

Budget analyst, GS-12 (director, contract administrative services, Navy purchasing offices); supervisory general commodities quality control representative, GS-12 or 13; entomologist, GS-12; civil engineer, (manager specialist and estimating branch, design division), GS-12; civil engineer (project manager), GS-12; construction representative (general) (initial duty station: Edzell, Scotland), GS-10; construction representative (general), GS-9.

KEFLAVIK, ICELAND

Tour of duty 12 months. Salary plus 15 per cent differential plus quarters or quarters allowance. At least once during tour of duty persons selected for positions in Iceland will be eligible for round trip transportation to Europe without charge on space available basis.

Personnel officer, GS-13; assistant personnel officer, GS-12; financial manager, GS-12; public information officer, GS-9-11; auditor, GS-9; electronic technician, GS-9; sanitation inspector, GS-7; recreation specialist (general), GS-5-26; shipment clerk (household goods), GS-4; general foreman II transportation, \$4.98 to \$5.40.

NAPLES, ITALY

Tour of duty 36 months. Salary plus quarters allowance.

Electronic technician (general), GS-11; printing specialist, GS-7-9; and foreman (leadingman), printing, \$4.11 to \$4.45.

MOROCCO

Tour of duty 24 months. Salary plus quarters or quarters allowance.

Electronics technician, GS-11; supervisory recreation specialist, GS-9; planner and estimator (PW electrical systems), \$4.33 to \$4.69, and planner and estimator (PW mechanical systems), \$4.33 to \$4.69.

PUERTO RICO

Tour of duty 36 months. Salary plus five per cent cost of living allowance. Graded employees only.

Supervisory electronic engineer, GS-14; personnel officer, GS-13; general engineer, GS-12 (fallout shelter surveys); electronic engineer (weapons range systems),

(Continued on Page 15)

Shoppers Service Guide

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



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Clinton County Offers Clerk Jobs

Clinton County is accepting applications until Aug. 30 for two clerk examinations which will be held on Oct. 7. The salary for the clerk position ranges from \$3,400 to \$4,040 per year. The salary range for senior clerk is \$3,875 to \$4,599 yearly.

For further information on both positions, contact the Clinton County Civil Service Commission, 135 Margaret St., Court House, Plattsburgh, New York.

BRONX SPECIAL BAYCHESTER VICINITY
1 family, semi-attached brick. Finished basement, 3 bedrooms. Beautiful house. 10 yrs. old. \$1,700 DOWN
FIRST-MET REALTY
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House & Lots For Sale, Lake Carmel, N.Y.
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This custom built legal 2-family is our best offer in area! Consists of 6 & 5 room apts — all rooms exceptionally large. Modern bathrooms — modern up-to-date kitchens — finished basement — oversized garage and it is on 125x100 landscaped grounds. (Builder offered \$7,500 for 40x100 of the land!) Splendid investment for a man who looks to the future!

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BETTER JA 3-3377

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Formal Dining Rooms, Ceramic tile Baths, Paneled Family Rooms, Hot Water Heat, 2 Car Garages, G.E. Appliances, Landscaping.

DIRECTIONS: NY Thruway to Exit 16. First ramp on right after toll booth. Right on Route 22 (north) to Smith Clove Rd. (1 blk past blinker). Right on Pine Hill Rd. (1 mile). Left on Pine Hill to Skyline Rd. Right on Skyline Rd. to models or Rt. 17 north to Rt. 22 as above. Or Palisades Parkway to Route 6 WEST (Harriman Park Exit) First right turn in Central Valley (just before bridge over Thruway) to Smith Clove Rd. Right on Smith Clove to Pine Hill Rd. then left to Skyline Drive, to models.

Office-Rte 17M, Monroe, N.Y., (914) 782-8244
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As little as \$195 down, now, can start you on your way to vacation fun and a good sound future investment.



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Gentlemen: Please forward complete details about big new Rainbow Lake Lodges.

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COUNTRY HOMES, small farms, acreage, small apartments houses, home sites. Write your specific requirements. BRAY & MACGEORGE REALTORS, 634-C Landis, Vineland, N.J., Phone 69-5525, Est. 1901.

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CORNER, 2-family, shrubs, 2 patios, ultra finished basement with kitchen, all appliances, 2 car garage, stone. Many extras. Must be seen, near schools & transportation. LA 7-4857, 6-8 Eves. & all day Sat. & Sun.

Houses For Sale Suffolk County, L.I., N.Y.

HAUPPAUGE area — \$98 monthly takes existing mortgage. Cape, 4 bedrooms, \$11,400. Many others. McLaughlin Realty (616) 278-8418.

ST. ALBANS \$16,000 ALL BRICK RANCH

Owner sacrificing this 5 yr. old home with all rooms on one floor. Mod. kit & bath, finished basement, \$3,000 less than market value. Call for appt.

HOLLIS \$17,900 TO SETTLE ESTATE

This lovely 7 room detached Dutch Colonial with 3 1/2 bdrms, garage, garage, finishable basement. All this on a 1/2 acre landscaped plot with shrubs and trees.

CAMBRIA HGTS VIC. \$17,900 ALL BRICK TUDOR

Consisting of 6 1/2 rms. rooms with 2 baths, finished basement, garage, convenient to subway, bus, schools and shopping. Many extras. Move right in.

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Legal 2 fam. consisting of a 6 & 5 Bm Apts. Newly dec. Vacant & ready for immediate occupancy.

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Detached legal 2 family Colonial consisting of 5 rooms, 4 bedrooms for owner plus a 4 rm apt for income. Modern kitchen & bath, 2 car garage, 6,000 sq. ft. gardens grds.

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CALL FOR INFORMATION

OPEN 7 DAYS WEEK

Special Committee Will Represent Governor On Employee Problems

Governor Rockefeller this week announced that he has established a special committee consisting of the Secretary to the Governor, the Director of the Budget, and the president of the Civil Service Commission, to act for the State in all matters concerning employees relations.

This committee, during the initial period under the new Public Employees Fair Employment Act, will represent the interests of the State as an employer.

To implement this new arrangement, the Governor sent the following memorandum to all State department and agency heads:

"The new Public Employees Fair Employment Act, which established a new era in public employees relations, takes effect on Sept. 1. In order to insure that the State fully meets its new obligations and responsibilities under the Act, I have asked the Secretary to the Governor, Mr. Alton G. Marshall, to head a three member negotiating committee including the Director of the Budget, Dr. T. Norman Hurd, and the president of the Civil Service Commission, Mrs. Ersa Poston. During the initial period under the new law this committee will act for the State in all employee relations matters including recognition of employee organizations, collective negotiations, and execution of any agree-

ment. "Accordingly, during this period, all negotiations on salaries, fringe benefits, conditions of employment, and recognition of employee organizations will be the responsibility of the committee. Agency heads may meet with their employees on an informal basis to discuss mutual problems pending the establishment of procedures for agency heads to negotiate 'local' issues with their employees.

"Pending establishment of a permanent organizational structure, the committee will have full responsibility for negotiating for the State as an employer. Any questions you may have concerning implementation of the Act should be directed to the Executive Chamber, attention Herald Rubin, GR 4-2334.

"Copies of this memorandum should be distributed to appropriate supervisory personnel in your department or agency."

Work, Vacation And Live Abroad In Various Summer, Year 'Round Jobs Paying To \$350 A Month

Opportunities to live and work abroad at little net cost are being offered to persons between 17½ and 40 years old through the combined efforts of the International Student Information Service, ISIS), headquartered in Brussels, and its American affiliate, The International Society for Training and Culture (ISTC).

ISTC guarantees the participant a job in an English, French, German, or other language area for two or more months. The fees range from \$150 without transportation to \$475 for summer program with group transportation to \$575 for the Year Round Program which includes scheduled round trip air transportation from New York City to Europe.

There are nine categories of available jobs: factory construction, restaurant-hotel-resort, farm work, camp counselling, child care, hospital work, work camp, and special (office, sales, secretarial, technical, etc.). The salaries are the same as those paid to the local citizens for the same work.

Income depends on the participant's qualifications, the length of time he is available to work, the local competition, and especially the employer's needs at the time he desires to work. The top Summer salary in 1966 was \$240 per month for factory work in England. Most Summer jobs averaged \$140 per month; most included room and board. Fall and Winter openings are available to \$250 per month. Jobs may demand a 60 hour work week and can be quite taxing but the hours and nature of the work vary according to location and work category.

One does not have to be a student or high school graduate to qualify for the program. Knowledge of a foreign language is not necessary but is helpful. Positions are available year-round but interested persons should apply as soon as possible to have the best chance of getting their work preferences. The best hotel and resort jobs are usually filled by April 10.

To apply for the program, one should obtain a copy of "Jobs Abroad" magazine by sending one dollar to ISIT, 133 rue Hotel des Monnaies, Brussels 6, Belgium or contacting an ISTC representative on a college campus. In addition to providing detailed information about the jobs abroad program—ISIS/ISTC insists that

the candidate read it before applying—the magazine contains the membership application and registration form. The form gives the applicant the opportunity to specify what date he wishes to start work and both his language area and work category preferences. Within 15 days after he has sent to the completed form, the candidate is notified whether he has been accepted for the program.

In addition to guaranteeing job placement to each person it accepts, ISIS/ISTC provides: a comprehensive orientation in New York City or Europe to acquaint members with their job assignments, their host countries, and their travel plans; health and accident insurance for 60 days; assistance in securing work permits and other papers; accommodation assistance if the employer does not provide it.

The English speaking area includes England, Scotland, Ireland, Scandinavia, and the Netherlands, Austria, Germany, and Switzerland and comprise the German speaking area while Belgium, France, and Switzerland make up the French speaking region. ISIS/ISTC jobs are also available in Spain, Italy, Portugal, North Africa, and Japan.

ISIS and ISTC are two non-profit organizations which have developed the jobs abroad program over the last five years. ISIS/ISTC has placed more than 2,000 young people in jobs abroad thus far.

Naval Hospital Seeks Medical Technicians

The Interagency Board of U.S. Civil Service Examiners is accepting applications until Aug. 25 for the position of medical technician (histopathology) GS-3, at the U.S. Naval Hospital, St. Albans, New York. The starting salary is \$4,269 per year.

Interested persons who have graduated from high school and in addition have six months experience in the medical field, or individuals who have one year of experience as a nurse aide, laboratory assistant or helper, or as a

TEST AND LIST PROGRESS—N.Y.C.

NEW CERTIFICATIONS

| Title | Date Certified | Last No. Certified |
|---|----------------|--------------------|
| Account clerk, BT certified, Aug. 9 | Aug. 9 | 269 |
| Asst. accountant, gr. 1, 17 certified, Aug. 16 | Aug. 16 | 33 |
| Asst. actuary, gr. 2, 10 certified, Aug. 15 | Aug. 15 | 47 |
| Asst. actuary, gr. 3, 10 certified, Aug. 7 | Aug. 7 | 47 |
| Asst. architect, prom. (PW), 2 certified, Aug. 18 | Aug. 18 | 2 |
| Asst. architect, gen. prom., 6 certified, Aug. 10 | Aug. 10 | 6 |
| Asst. civil engineer, prom. (HA), 2 certified, Aug. 9 | Aug. 9 | 2 |
| Asst. director bureau of public health ed. prom. (DH), 3 certified, Aug. 14 | Aug. 14 | 4 |
| Asst. supervisor (cars & shops), prom. (BT), 3 certified, Aug. 16 | Aug. 16 | 50 |
| Asst. supervisor (structures), prom. (BT), 4 certified, Aug. 16 | Aug. 16 | 4 |
| Attorney trainee, 18 certified, Aug. 7 | Aug. 7 | 40 |
| Blacksmith, gen. prom., 13 certified, Aug. 14 | Aug. 14 | 30 |
| Building custodian, prom. (PW), 1 certified, Aug. 10 | Aug. 10 | 0 |
| Captain, prom. (PD), 15 certified, Aug. 16 | Aug. 16 | 175 |
| Car maintainer, gr. A, prom. (BT), 7 certified, Aug. 14 | Aug. 14 | 55 |
| Case worker I, gr. 31, 1 certified, Aug. 4 | Aug. 4 | 379 |
| Case worker I, gr. 22, 1 certified, Aug. 7 | Aug. 7 | 63 |
| Chemical, biological and radiological officer, 5 certified, Aug. 7 | Aug. 7 | 8 |
| Chemist, 30 certified, Aug. 7 | Aug. 7 | 44 |
| Civil engineer (structural), 17 certified, Aug. 10 | Aug. 10 | 45 |
| Clerk, BT certified, Aug. 15 | Aug. 15 | 2172 |
| Consultant (public health social work), 2 certified, Aug. 11 | Aug. 11 | 8 |
| Dentist, gr. 1, 1 certified, Aug. 9 | Aug. 9 | 45 |
| Elevator operator, 110 certified, Aug. 14 | Aug. 14 | 1000 |
| Foreman (structures—gr. A), prom. (BT), 4 certified, Aug. 7 | Aug. 7 | 4 |
| Home economist trainee, 1 certified, Aug. 11 | Aug. 11 | 6 |
| Junior building custodian, 2 certified, Aug. 14 | Aug. 14 | 18 |
| Junior mechanical engineer, gr. 3, 1 certified, Aug. 15 | Aug. 15 | 1 |
| Junior electrical engineer, gr. 4, 8 certified, Aug. 15 | Aug. 15 | 17 |
| Laborer, 1 certified, Aug. 7 | Aug. 7 | 392 |
| Lieutenant, prom. (PD), 38 certified, Aug. 15 | Aug. 15 | 3333 |
| Plumber, 5 certified, Aug. 9 | Aug. 9 | 14 |
| Plumber, 18 certified, Aug. 11 | Aug. 11 | 44 |
| Plumbers helper, 1 certified, Aug. 11 | Aug. 11 | 103 |
| Police trainee, 150 certified, Aug. 10 | Aug. 10 | 4123 |
| Power maintainer, gr. B, prom. (BT), 5 certified, Aug. 8 | Aug. 8 | 84 |
| Railroad clerk, prom. (BT), 27 certified, Aug. 10 | Aug. 10 | 388 |
| Script writer, 6 certified, Aug. 11 | Aug. 11 | 6 |
| Sr. architect, 8 certified, Aug. 15 | Aug. 15 | 63 |
| Sr. clerk, 1 certified, Aug. 14 | Aug. 14 | 1051 |
| Sr. clerk, prom. (BT), 3 certified, Aug. 7 | Aug. 7 | 65 |
| Sr. clerk, prom. (C Audio), 4 certified, Aug. 7 | Aug. 7 | 15 |
| Sr. clerk, gen. prom., 15 certified, Aug. 7 | Aug. 7 | 440 |
| Sr. clerk, prom. (EE), 1 certified, Aug. 7 | Aug. 7 | 10 |
| Sr. clerk, prom. (HW), 10 certified, Aug. 7 | Aug. 7 | 17 |
| Sr. key punch operator (IBM), prom. (DE), 1 certified, Aug. 14 | Aug. 14 | 14 |
| Sr. surface line dispatcher, prom. (BT), 1 certified, Aug. 15 | Aug. 15 | 8 |
| Sr. stenographer, gen. (WD), 1 certified, Aug. 8 | Aug. 8 | 287 |
| Sr. stenographer, gen. prom., 5 certified, Aug. 8 | Aug. 8 | 1160 |
| Sr. stenographer, 6 certified, Aug. 8 | Aug. 8 | 573 |
| Sr. stenographer, prom. (DS), 15 certified, Aug. 10 | Aug. 10 | 40 |
| Sr. street club worker, 12 certified, Aug. 10 | Aug. 10 | 13 |
| Shop clerk, prom. (DW), 7 certified, Aug. 7 | Aug. 7 | 49 |
| Stenographer, gr. 1, 1 certified, Aug. 11 | Aug. 11 | 5 |
| Stenographer, gr. 2, 1 certified, Aug. 11 | Aug. 11 | 6 |
| Stenographer, gr. 8, 1 certified, Aug. 11 | Aug. 11 | 1 |
| Stenographer, gr. 55, 1 certified, Aug. 11 | Aug. 11 | 1 |
| Stenographer, gr. 87, 1 certified, Aug. 11 | Aug. 11 | 1 |
| Stenographer, gr. 159, 1 certified, Aug. 11 | Aug. 11 | 1 |
| Stenographer, gr. 182, 1 certified, Aug. 11 | Aug. 11 | 1 |
| Supervising clerk, prom. (DF), 7 certified, Aug. 16 | Aug. 16 | 29 |
| Supervisor II (Welfare), prom. (WD), 1 certified, Aug. 16 | Aug. 16 | 479.5 |
| Train dispatcher, prom. (BT), 16 certified, Aug. 8 | Aug. 8 | 85 |

Constitutional Convention

(Continued from Page 1)

- a) Such law is enacted in two successive years;
- b) The introducer furnishes estimated costs which would be available to the public; and
- c) A public hearing is held by the Legislature or the committee thereof, prior to passage in each year

Felly's telegram declared:

On behalf of our members employed by political subdivisions, I am asking that Proposition 1075-A be defeated.

Our many years of experience have proven that the Legislature enacts statutes affecting local employee benefits only in cases where the local government will not provide minimum equitable salaries or other needed benefits. Under this proposition, it would make it as difficult to provide minimum employment standards for local employees, such as teachers, policemen, and firemen, as it would to have a change effected in the Constitution. This discriminates against local government employees.

For example, had this proposition been incorporated into the current constitution, the State Legislature would not have been able to provide social security in a timely way for political subdivision employees, nor to set employment standards for teachers, police, and others. Certainly, no one could dispute the necessity of social security coverage for local government employees.

This proposition is wholly unfair, and I again ask for its defeat.

Defeat of the proposal has been also made a goal of the Civil Service Council on Constitutional Convention and the State Police Conference which represents most police officers in New York State.

Senior Offset Printing Machine Operator Test Applications Now Open

The State Department of Civil Service is accepting applications until Sept. 5 for an examination for senior offset printing machine operator. The exam for this position, which has a salary ranging from \$4,725 to \$5,855, will be given on Oct. 7.

On or before the exam date, candidates must have had one year of satisfactory experience in the operation of offset printing machines and related equipment.

The duties of a senior offset printing machine operator include assigning and reviewing work, operating an offset duplicating machine, and keeping production records and inventory of supplies and materials.

The written test will include questions on: the operation and maintenance of offset duplicating machines and related equipment; office practices; and supervision.

For further information, contact the State Department of Civil Service, The State Campus, 1220 Washington Ave., Albany, New York 12226.

Federal Government Has Vacancies For Urban Planners

Applications are being accepted by the Federal Government for positions as urban planners. Qualified people are required to administer, advise on, supervise, or perform professional work in the development or review of comprehensive programs for physical growth and renewal of urban areas.

To compete, applicants must have completed a full four-year course of study leading to a bachelor's or higher degree, with major study in urban or regional planning, or in a related field, or have the equivalent of such education. In addition, they must show certain specialized experience or graduate study, detailed in Announcement No. WA-7-22, which is available at any Interagency Board of Civil Service Examiners.

Evaluation of education and experience will determine eligibility. No written test is required. Starting salaries range from \$5,331 to \$10,927.

Trainee Jobs Too!

One Day Left To File For Four Budget Titles Paying Up To \$14,050

One day remains in which to file for budget examining positions with the City of New York. This Tuesday, Aug 22, is the final date. The titles are budget examining trainee, assistant budget examiner, budget examiner and senior budget examiner.

Employment in any one of these positions brings many benefits, such as four weeks of paid vacation a year, sick leave, paid holidays, free health and hospital insurance and membership in a

generous retirement and pension plan.

Application forms may be obtained in person or by mail from the applications section, Department of Personnel, 49 Thomas

St., New York 10013.

For detailed information contact the recruitment division, Department of Personnel, 55 Thomas St., New York, New York, 10013; telephone: (212) 566-8700.

Ten State Promotion Tests Are Open Through August 28

One week remains in which to file for ten State promotion examinations which will be held on Oct. 7. Filing closes Aug. 28 for the exams, each of which is open only to permanent employees in the department or promotion unit for which it is announced. The exams follow.

Interdepartmental

- SENIOR OFFSET PRINTING MACHINE OPERATOR**, exam number 32-670, G-8 position.
- ASSISTANT OFFSET PRINTING MACHINE OPERATOR**, exam number 32-671, G-11 position.
- ASSISTANT DIRECTOR OF ADMINISTRATIVE ANALYSIS**, exam number 32-672, G-25 position.
- ASSOCIATE ADMINISTRATIVE ANALYST**, exam number 32-672, G-23 position.
- PRINCIPAL ADMINISTRATIVE ANALYST**, exam number 32-673, G-27 position.

Correction

- HEAD CLERK (payroll)**, exam 32-696, G-15 position.

Health

- INCL. HOSPITALS**
- SENIOR ENGINEERING TECHNICIAN**, exam number 32-682, G-11 position.
- DIRECTOR OF CEREBRAL PALSY UNIT**, exam number 32-754, G-19 position.
- ASSISTANT DIRECTOR OF PHYSICAL THERAPY**, exam number 32-695, G-19 position.
- DIRECTOR OF PHYSICAL THERAPY**, exam number 32-696, G-21 position.

Labor

- DIV. OF EMPLOYMENT**
- PRINCIPAL OFFICE MACHINE**

OPERATOR (addressograph), exam number 32-756, G-11 position.

SENIOR OFFICE MACHINE OPERATOR (addressograph), exam number 32-694, G-7 position.

Public Works

(TRANSPORTATION)

- *ASSISTANT GENERAL SUPERVISOR OF HIGHWAY MAINTENANCE**, exam number 32-751, G-33 position.
 - *ASSISTANT SUPERINTENDENT OF OPERATIONS AND MAINTENANCE (canals)**, exam number 32-752, G-33 position.
 - *DISTRICT ENGINEER**, exam number 32-753, G-36 position.
 - SENIOR ENGINEERING MATERIALS ANALYST**, exam number 32-753, G-18 position.
 - ASSOCIATE ENGINEERING MATERIALS ANALYST**, exam number 32-676, G-23 position.
 - PRINCIPAL ENGINEERING MATERIALS ANALYST**, exam number 32-677, G-27 position.
 - ENGINEERING TECHNICIAN**, exam number 32-678, G-8 position.
 - SENIOR ENGINEERING TECHNICIAN**, exam number 32-679, G-11 position.
 - SENIOR ENGINEERING MATERIALS CHEMIST**, exam number 32-693, G-18 position.
- *Oral test to be held during October.

Pass State C. S. Tests

BUFFALO—The State Civil Service Commission released the names of Western New York residents who passed recent Civil Service test. The list includes:

University Equipment Specialist (hospital) — \$8,365-\$10,126 — George Skinner, Elma; Daniel Wylupski, Elma.

Senior Cashier — \$5,010-\$6,510 — Ruth S. Homa, Buffalo; Myra H. Timm, Buffalo.

Assistant School Lunch Manager — \$5,000-\$6,300 — Jerry H. Pefanis, Buffalo; Louis C. James, Blasdell; and Stella Smith, Blasdell.

Junior Architect Estimator — \$7,065-\$8,590 — John P. Attard, Kenmore and Charles J. Cole, Eden.

Bank Examiner — \$8,365-\$10,125 — Charles R. Chase, Buffalo; Frank A. DeJames, West Seneca, and Russell Perrone, Buffalo.

Free Booklet on Social Security, Mail only, Leader, Box S, 97 Duane St., New York, N.Y., 10007.

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The dispatcher locates, on a status board the nearest patrolman on post in the area. He calls him by radio. The patrolman acknowledges the call and proceeds to the scene of the call for help.

The dispatcher places the card in a slot which electronically changes the status information to indicate that this patrolman is handling an assignment.

After handling the assignment, the patrolman contacts the dispatcher by radio and gives him the disposition. The dispatcher records this information on the card and forwards it to the Statistics and Records section.

Back Talk

The walkie-talkie radio communication system is in effect at thirteen City Housing projects. When the new system is fully operational, at the beginning of next year, the effectiveness of the Authority's police force of 1,057 men will be greatly increased.

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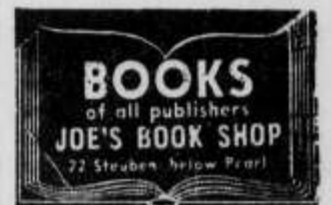
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Civilian Jobs Overseas

(Continued from Page 12)

GS-12; electronic engineer (shore electronics), GS-12; resources management specialist, GS-12; supervisory industrial engineer (public works maintenance), GS-12; electronic engineer, GS-11; industrial engineer, GS-11 (utilities); safety engineer, GS-9 and ship surveyor (general), \$4.56 to \$4.94.

ROTA, SPAIN

Tour of duty 36 months. Salary plus quarters or quarters allowance.

Supervisory general engineer, (director, engineering division—planning design, plans & specifications), GS-12; administrative services officer, GS-11; supervisory civil engineer (mgr., architectural & civil branch), GS-11; ad-

ministrative assistant, GS-9; computer programmer, GS-9; shorthand reporter, GS-6; clerk-translator (typing) (duty station: El Ferrol), GS-5, and general foreman electrician I, \$4.44 to \$4.80 per hour.

RAS TANURA, SAUDI ARABIA

Tour of duty 12 months. Salary plus 25 per cent differential and quarters allowance.

Petroleum quality control representative, GS-11.

Further information concerning the above positions may be obtained by forwarding S. F. 57 to and/or contacting Navy Overseas Employment Office (Atlantic), Office of Civilian Manpower Management, Washington Navy Yard, Bldg. 200, Washington, D.C. 20390

Mental Hygiene's Career Plan Begins; Includes Raises, Promotions

A new "Social Work Career Ladder" which goes into effect this month will bring higher pay and greater opportunities for promotion to thousands of employees of the State Mental Hygiene Department, Governor Rockefeller, announced last week.

The new plan, which was developed by the Department of Mental Hygiene, will alleviate many of the career development and salary problems in that branch of State service, which the Civil Service Employees Assn. has been pressing for constantly in the last few years.

The new titles under the plan are psychiatric social work trainee I (\$5,403); psychiatric social work assistant I (\$5,871-\$6,895); psychiatric social work trainee II (\$7,475-\$9,070); psychiatric social assistant II (\$6,967-\$8,135); psychiatric social work assistant III (\$7,475-\$9,070); psychiatric social worker I (\$8,113-\$9,070); psychiatric social worker II (\$8,365-\$10,135); psychiatric social worker III (\$9,795-\$11,805); psychiatric social work supervisor I (\$10,895-\$13,080); and psychiatric social work supervisor II (\$12,140-\$14,505).

"The career ladder in social work represents an effort to meet our social service needs through the employment of qualified subprofessionals in support of professionally trained social workers," Governor Rockefeller, said.

A psychiatric social worker can progress from an entrance level, which requires two years of college, community college training, or a high school diploma plus two years of patient care, to the position of psychiatric social work supervisor II, a grade 25 position, Dr. Alan D. Miller, State Mental Hygiene commission, said.

In addition to providing greater attraction to professionally-trained psychiatric social workers, the plan offers career opportunities for other patient-care personnel, such as attendants and other aides. Academic and on-the-job training opportunities will be an integral part of the program to upgrade personnel.

Some State mental hospitals and schools are employing this summer persons who have com-

pleted one year of graduate training in social work.

Present personnel with permanent civil service rating will be granted permanent status without examination in new titles at their existing salary levels. Present employees may also be nominated for provisional appointments to higher titles for which they are qualified, although they must compete in promotion examinations to gain permanent status in these titles.

Essentials of the plan are:

- An identification of tasks which can properly and effectively be performed by subprofessional employees under the training and guidance of qualified social workers.
- The assignment of such tasks to psychiatric social work assistants.
- Effective conservation and utilization of the training, skills and experience of professionally qualified social workers.
- Achieving a balanced "mix" in each hospital or school social service department so that it represents persons with patient-care experience, community college, or four year bachelor's degree training, and social work master's degrees.

resents persons with patient-care experience, community college, or four year bachelor's degree training, and social work master's degrees.

Careful planning and close oversight of training of psychiatric social work assistants.

The career ladder program allows for a restructuring of jobs to enable professional personnel to use their specialized training to maximum advantage while the supportive work is done by people without this training.

Subprofessionals will not only be trained in jobs, but will also be sent to school to increase their academic as well as practical ability as their responsibilities grow increasingly more difficult. The State Department of Mental Hygiene allows for financial reimbursements for educational leaves.

In the future, the State Department of Mental Hygiene is expected to apply the "career ladder" approach to other professionals such as psychologists, occupational therapists, and recreation therapists.

Monroe CSEA Chapter Wants Unused Leave Pay

ROCHESTER—The Monroe County chapter of the Civil Service Employees Assn. has asked that retiring employees be paid for any unused sick leave.

County Manager Gordon A. Howe said a preliminary estimate of the cost is \$100,000 a year.

Vincent A. Alessi, chapter president, said "the added incentive would certainly improve the attendance of a great number of employees. Many employees contemplating retirement tend to use unused sick leave just prior to

retiring."

Alessi pointed out that this creates vacancies and staffing problems in departments until the credits are used up.

The request was referred to the Monroe County Legislature's Benefit Committee.

CSEA Urges Narcotics Officer Reallocations

ALBANY—Oral arguments supporting reallocation to Grade 12 for State narcotic security assistants were presented last week by representatives of the Civil Service Employees Assn. at a Civil Service Department hearing.

Incumbents in the title, now allocated to grade 8, stated that the same duties performed by narcotic correction officers, grade 12, have been performed by narcotic security assistants for several years.

CSEA speakers at the hearing

William V. Terry
POUGHKEEPSIE—William V. Terry, 56, an occupational therapist at the Hudson River State Hospital, died Aug. 13 in Troy Hospital while visiting in that city.

Born in Montgomery on Nov. 27, 1910, he was a resident of Poughkeepsie for the last 40 years. A veteran of World War II, he was a member of the John Livingstone Post, American Legion, and the Civil Service Employees Assn.

He is survived by two brothers, James, of Montgomery, and Frank of Newburgh and several nieces and nephews.

Vivian Kaufman Is Feted On Retirement

Mrs. Vivian Kaufman, a medical technician for twenty years at Rosewell Park Memorial Institute, has retired. She was active in CSEA functions, business as well as social.

Her friends and fellow employees honored her at the Institute with a tea and reception. This was followed by a dinner given at "The Cloisters" Restaurant in Rosewell Park, where she was presented with gifts.

included the appellant, Bronislaus F. Kosiorowski, Pilgrim State Hospital; Joseph Freeman and Amos Royal, Manhattan State Hospital; Felice Amodio and John Simmons, Middletown State Hospital; and Thomas Coyle, CSEA's assistant director of research.

CSEA Argues For Two Reallocations

ALBANY—Arguments supporting reallocation requests for State occupational therapy aides and occupational instructors were presented by representatives of the Civil Service Employees Assn. at a hearing before the Division of Classification and Compensation.

CSEA arguments at the hearing, which was attended by more than 100 affected employees, included a statement by CSEA president Joseph F. Felly, presented by Thomas Coyle, CSEA's assistant director of research.

In calling for reallocations for grades 8 and 12, respectively, for occupational therapy aides and occupational instructors, Felly said, "We cannot understand why such important positions are allocated so low in the salary plan. The value of this work to the patient, to the State and to the public is difficult to measure in dollars and cents, but we do feel they are grossly underpaid for the work performed."

Suffolk Candidate Strikes Anti-Civil Service Pose

(From Leader Correspondent)

RIVERHEAD—Civil servants got another reminder last week that the merit system in public employment may not be as secure as the Rock of Gibraltar.

Suffolk County's opponents in the fall campaign for county executive took opposite stands on the recommendation of a Constitutional Convention committee that deputy sheriffs be brought under civil service regulations.

Gilbert C. Hanse, chairman of the county Board of Supervisors and Republican candidate for county executive, was quoted in daily newspapers saying civil service protection "impairs" the performance of employees.

Says Efficiency Impaired
Asked his view on the recommendation for deputy sheriffs, Hanse was quoted as saying: "It has been my experience that once an employee reaches civil service status his efficiency is immediately impaired because of the so-called protection. I wouldn't be too quick to place deputy sheriffs in the civil service category."

County Executive H. Lee Denison, a Democrat running for reelection to a third term, greeted the proposal. "Wonderful. I've been waiting for eight years for someone to take this step," he was quoted as saying. "I think

politics should stay the hell out of county job placement, and that goes for both sides of the political fence."

Adjoining Nassau County, after a similar controversy, put its entire sheriff's staff under civil service last year.

Board Established

Governor Rockefeller announced last week that the State Water Resources Commission has established a Regional Water Resources Planning and Development Board for the Allegheny River Basin.

Appoints Diamond

Governor Rockefeller has announced the recess appointment of Henry L. Diamond, of Port Washington, as a member of the Long Island State Park Commission, for a term ending June 1, 1974. The post is unsalaried.

To Keep Informed, Follow The Leader.



MORALE SUPPORT — The Office of General Services chapter, Civil Service Employees Assn., has sent approximately 3,000 packs of cigarettes to our fighting men in Viet Nam. The smokes were bought with the proceeds of a collection made by the chapter among its 1,200 members. Each pack bears the inscription "O.G.S. chapter, CSEA

is behind you 100 percent," together with the names of an individual member who contributed. Shown here, from the left, are Joseph J. Dolan, Jr., CSEA fled representative; Greg Tobin; William F. Kennedy, chapter president; Jan Cohen, chairman of the project; and Doug Barr, State Campus representative.