

Civil Service LEADER

America's Largest Weekly for Public Employees

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Eligible Lists

See Page 16



DECORATING A WINNER —

Gov. Nelson A. Rockefeller, far right, is seen as he pinned a Gold Medal on one of the four winners in The Leader's third annual Gold Medal Awards, a tribute for outstanding public service created by Leader publisher Jerry Finkelstein, far left. The winners, starting second from left, are Jay Kramer,

chairman of the New York State Labor Relations Board; Dr. John B. King, formerly executive deputy Superintendent of Schools and now a professor at Fordham University; Edward V. Kline, regional director, Finance and Administration, U.S. General Services Administration, and Anthony Principe, Director of Operations, New York City Department of Correction.

Rockefeller Presents Leader's Annual Gold Medal Awards For Outstanding Public Service

Gov. Nelson A. Rockefeller last week presented the annual Civil Service Leader Gold Medal Awards to four government employees who have made significant contributions to the public welfare by their outstanding dedication to public service.

The award winners were presented to the Governor by Jerry Finkelstein, publisher of The Leader, in a ceremony at the Governor's New York City office last week.

Prior to his formal remarks Governor Rockefeller said that "I want to first express my warmest thanks to Jerry Finkelstein and the Civil Service Leader for this

important kind of recognition of our public servants. Jerry has been helping the cause of civil service for years and deserves the gratitude of all of us in government for his efforts."

The Governor then went on to say:

"A public service career is (Continued on Page 2)

Supervisory C.O. Titles Reallocation Decision Next Month

ALBANY—The Civil Service Employees Assn. learned last week that a decision on reallocation requests for supervisory correction officer titles could be expected in early February.

The disclosure from the State's Division of Classification and Compensation, in answer to a CSEA inquiry, indicated that if the nearly completed processing of the appeal continued at its present rate, a decision should be forthcoming on or about Feb. 1.

The long-standing request for the upgradings was submitted by the Employees Association last year, with full support of the Commissioner of Correction, in cooperation with the Uniformed Supervisors Association.

Nassau CSEA KOs Union In Hempstead Election

(From Leader Correspondent)

Civil service workers in the Hempstead, Long Island, Town Sanitation Department overwhelmingly rejected a union and supported continued representation by the Civil Service Employees Assn. in an unusual representational election last Wednesday (Jan. 11).

The workers, voting shortly after receiving fatter paychecks reflecting a package of benefits negotiated by the Nassau chapter, CSEA, for the new year, rebuffed the effort by the National Maritime Union of Brooklyn to penetrate the civil service ranks.

The issue had been clear: whether the Sanitation Department workers wished to be divided from the Township's 1,800 em-

ployees who have been represented by CSEA for more than 13 years. When the ballots were counted Wednesday at the close of voting at 6 p.m. in the Merrick incinerator, the answer was no. The vote was 239 to 172.

Wants Town-Wide Vote Nassau chapter President Irving

Flaumenbaum declared that CSEA "will go after the town now to grant exclusive recognition on a town-wide basis to CSEA."

The Employees Association, he said, would invite any Sanitation Department employees who are not members of CSEA to join now (Continued on Page 3)

High Court Battle Seen

Westchester Court Ruling Offsets Suffolk Decision On Extra Welfare Aide Pay

WHITE PLAINS—State Supreme Court Justice John J. Dillon reversed the field last week and turned what looked like a victory for Westchester County into defeat in its court battle against a State law that mandates premium salaries for workers with graduate training.

Running counter to a Suffolk court decision, Justice Dillon ruled the State law which mandates salary increases of 10 to 20 per cent was constitutional.

The Westchester case was successfully argued by Harry W. Albright, counsel to the Civil Service Employees Assn.

A State Supreme Court in Suffolk, ruling on a combined Erie and Suffolk County case, agreed with Westchester County's position and found the state law unconstitutional.

Battle Not Over

With two contradicting State Supreme Court decisions, the issue will have to be decided by the higher courts.

It was a provision of the Westchester County Charter that cleared the way for the two contradictory court opinions. Under the charter, a suit against the county must be heard in Westchester. As a result, officials were barred from consolidating the Westchester case with the Erie and Suffolk cases in Suffolk.

Justice Arthur Cromarty, who ruled in the Suffolk case, and Justice Dillon disagreed on a basic point.

Justice Cromarty said the mandated increases amounted to promotions which violated the Civil Service Law because they would be given without benefit of a competitive examination.

Justice Dillon said the mandated pay hikes do not constitute promotions and are within the power of the Legislature to enact.

Differential Scale

The law, passed in 1965 and effective a year ago, provides that counties pay a differential to social welfare personnel who have graduate training: those with one year getting 10 per cent more than nongraduate trained personnel in the same grade, and those with

two years getting 20 per cent more.

Efforts to repeal the law, which had the backing of the Westchester Board of Supervisors, failed at the 1966 State legislative session.

Four social welfare workers



JUSTICE DILLON

brought the action into court after the county refused to pay the increases claiming the law was "unconstitutional, invalid and unenforceable."

According to the county's court papers, 47 welfare workers would (Continued on Page 3)

Don't Repeat This!

Civil Service Happy

Travia Most Likely To Head Convention On New Constitution

CIVIL service workers — and their leaders — are looking beyond the current legislative session to the most important political meeting that will take place in this State for the next 25 years—the State Constitutional Convention.

Civil service workers will have much at stake in the convention. (Continued on Page 19)

James M. Browne

BEACON—James M. Browne, 63, of 127 Fishkill Ave., a charge attendant at the Matteawan State Hospital, died Dec. 29th at Highland Hospital, Beacon.

He was born in Cornwall, Jan. 10, 1903, the son of the late James and Mary O'Neil Browne. A communicant of St. Joachim's Church, Beacon, Mr. Browne was a member of the Holy Name Society of the church and a member of the Civil Service Employees Assn.



JUDGES — Seen here with Gov. Nelson A. Rockefeller, third from right, are the judges for *The Leader's* annual Gold Medal Awards. They are, from left, Jerry Finkelstein, publisher of *The Leader*; Dr. Theodore Lang, Deputy Superintendent of Schools; State Civil Service Commissioner Orin Wilcox, representing Morton Stevenson of the State Civil Service Department; Lawrence N. Baer, Regional Director of the U.S. Civil Service Commission, and Dean Raymond Harvey, New York University School of Public Administration.

Gold Medal Awards

(Continued from Page 1)

usually a job in a fish bowl. The million or so men and women who do their jobs with dedication and energy and efficiency pass unnoticed because the public expect this of them. But the unusual individual who steps out of line immediately earns the public spotlight. Too often we are not aware that government is made up only of ordinary men and women trying very hard to make things better for all of us.

"For some years the Civil Service Leader has selected from each of the four areas of public service in New York State an individual who has given more than his share of dedication and contributed more than anyone had a right to expect of him for special notice.

"This year it is my pleasure to present to each of them the Annual Civil Service Leader Gold Medal for significant contribution and outstanding dedication to the public welfare."

The selections are made each year from the various public service jurisdictions—federal service, New York State service, New York City service and county and other jurisdictions. This year's judges were Lawrence H. Baer, Regional Director of the United States Civil Service Commission; Dr. Theodore H. Lang, Deputy Superintendent of Schools; Dean Raymond Harvey, New York University School of Public Administration; Morton Stevenson, New York State Department of Civil Service; and Jerry Finkelstein, publisher of the Civil Service Leader. Representing the State at the ceremony was State Civil Service Commissioner Orin Wilcox.

This year's winners are:

EDWARD V. KLINE, regional Director, Finance and Administration, General Services Administration, has been a civil servant for over 32 years and because of his outstanding administrative ability, his energy and devotion to duty has advanced through the civil

service ranks to his present responsible position. He has the overall responsibility within the Region for Financial Management, Automatic Data Processing, Administrative Services, Personnel Intra-agency ADP Coordination and for the direction of the Regional Institute.

JAY KRAMER, chairman of the New York State Labor Relations Board, is a devoted public servant who over a period of 25 years has come up through the ranks to the highest position in his field. He is responsible for the improvement of internal procedures and substantial reduction of time lag in decision-making and the commencement and implementation of a quasi-judicial and administrative campaign against the use of Board processes by questionable organizations posing in the cloak of genuine labor organizations.

ANTHONY PRINCIPE, director of operations, New York City Department of Correction, has proven his desire to set high standards for the operation of his department by acting as the principal liaison officer for the New York City Department of Correction with the New York City Police Department and the Vera Institute for Justice to establish centralized arraignment facilities throughout the City for prisoners awaiting initial appearance in court.

DR. JOHN B. KING, formerly Executive Deputy Superintendent of Schools, now a professor in the Department of Education of Fordham University, gave 39 years of devoted service to education in

New York City and is proud of a perfect attendance record throughout. His leadership and consistent educational philosophy resulted in significant improvements and increased efficiency in a variety of educational programs and services.

The presentation of awards last year was made by Senator Robert F. Kennedy to the late Dr. Martin E. Dworkis, Jacob Lutsky, Robert D. Helsby and Allen E. May; in 1964 the presentation was made by Vice-President Hubert H. Humphrey to Silvio J. DoHo, Joseph J. Burgess, Margaret W. Daly and John J. Carty.



MEETING — Gov. Nelson A. Rockefeller, left, and Jerry Finkelstein, publisher of *The Leader*, are seen as they met and exchanged warm greetings prior to a ceremony in which the Governor presented *The Leader's* Gold Medal Award winners with their medals and citations last week.

Council Maps "Aggressive Constitutional Convention Action" Program On State

At the last regular meeting of the steering committee of the City-based Civil Service Council on Constitutional Convention, a program of "aggressive action" was prepared for presentation to the representatives of all affiliated unions and associations.

It was pointed out at this meeting that while the Council is projecting a positive approach to the task of protecting the rights of civil servants at the coming State Constitutional Convention, every civil servant must be made aware that there is a possibility of failure and the results of such failure could be overwhelmingly harmful to his best interests as a public employee.

"Can you imagine," said Henry Fehling, the Council's chairman, "what would happen if the three most vital and basic sections affecting the civil service were removed from the Constitution?" Answering his own question, Fehling said, "The present pension benefits anticipated by current civil service employees, could and would be slashed with the first economy move! Their protection against reduction of benefits would be gone."

Fehling pointed out that loss of the vital safeguards to civil service security now in the Constitution would lead to complete destruction of the merit system besides overall reduction in present pension rights, and other inequities.

"We must make every civil servant in the State realize that the Constitutional Convention represents a 'hydrogen bomb' and unless the Civil Service Council, acting for him, can defuse it every one is, figuratively, 'dead,'" Fehling said.

The Council's steering committee has authorized a drive to increase membership and has established a goal of a \$10,000 fund,

to be provided by the affiliates to underwrite anticipated expenses.

At the coming general meeting of the council on Jan. 26 a number of prominent labor leaders will address the assembled executive members and representatives of over 350,000 civil service employees in the metropolitan area. Among those invited as speakers are Moe Iushewitz, secretary-treasurer of the Central Labor Council; Gerald Ryan, president of the Uniformed Firemen's Association; William Lewis, president, Local 234; Albert Shanker, president, United Federation of Teachers; John Cassese, president, Patrolmen's Benevolent Assn., and Charles Stephans, president, Uniformed Fire Officers Assn.

Directory of Key Safety Personnel

A directory listing key safety personnel in the New York State Department of Labor has been made available to the public.

The directory, published by the Department, offers names, addresses and telephone numbers of the various personnel in the Department's Divisions of Industrial Safety Service and Industrial Hygiene. It also provides information to assist employers and labor unions officials who may have business to conduct with the New York State Board of Standards and Appeals, and explains the functions of the various safety units within the Department of Labor.

Copies are available upon request by writing to: New York State Department of Labor, Office of Public Information, Bldg. 12, State Campus, Albany, N.Y. 12226.

Arthur B. Yates

Memorial services for Arthur B. Yates, 35, editor of the Marine Engineers Beneficial Assn. newspaper and former associate editor of *The Leader*, were held last week at the Ethical Culture Meeting House in New York City.

A newspaperman for the past 15 years, Mr. Yates served on *The Leader* staff in 1964-65.

He is survived by his wife, Francesca, and a daughter, Dorian.

New Sheriff

Edwin E. Spaulding of Munsville has been appointed by Gov. Rockefeller as sheriff of Madison County to fill the vacancy caused by the death of former sheriff Philip T. Thomas.

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Reappointed

ALBANY—Walter F. Waring, Lynbrook police chief, has been reappointed to the Municipal Police Training Council, and named chairman of the agency, succeeding J. Henry Mock of Nyack.



PRESENT SCROLLS — The Division of Housing and Community Renewal chapter of the New York Civil Service Employees Assn. recently presented scrolls to two Division employees honoring their individual achievement of 40 years of State service. The scrolls were presented to Rachel Weissman and Harold Berke by State Housing Commissioner James Wm. Gaynor on behalf of the chapter. Left to right are: H. Berke; Gaynor; Mrs. Weissman and Joseph M. Monteverde, President of Division's CSEA chapter.

Bridge Authority Aides Win Raise

Following a pattern of benefits negotiated with Nassau County, a four per cent cost-of-living adjustment and other benefits have been put into effect for employees of the Independent Nassau County Bridge Authority.

The package of benefits, effective Jan. 1, featured direct salary boosts of four per cent for all workers and an additional \$100 a year for senior toll collectors and assistant toll station managers in recognition of their responsibilities.

The authority also agreed to pay overtime for work in excess of 40 hours per week, instead of granting compensatory time off.

CSEA Representatives

The authority joined a growing list of Nassau governmental units which have granted exclusive bargaining agency rights to the Civil Service Employees Assn. The authority agreed, in a letter to Nassau chapter president Irving Flaumenbaum, to recognize the

CSEA exclusively upon receipt of proof from its 39 employees that they supported CSEA. All 39 workers signed a letter asking that the CSEA be recognized.

The authority, which operates the Atlantic Beach Bridge, also agreed to continuing negotiations for implementation of the 1/60th retirement amendment.

K. L. Wilson Named

ALBANY — Assemblyman Kenneth L. Wilson of Ulster County is chairman of the Republican Conference in the Assembly. He has been in the Legislature since 1953.

L.I. Conference Sets New Classes At Cornell Unit

Mrs. Eye K. Armstrong, chairman of the Long Island Conference Education Committee announces that two new courses given by Cornell University Extension School are being offered to the Conference beginning Jan. 24 at Farmingdale University.

"Labor Relations in Public Employment," which was completed last Dec. 21 by the first group, will be repeated, starting Jan. 25 at 7 p.m., and will continue for six weeks. This class will be open to officers and Committee chairmen in all chapters who were unable to attend previously due to the large number of applicants.

Classes will be held for Conference officers and Chapter Presidents beginning Jan. 24 at 7 p.m. and will continue for six weeks. This course will deal with Group Dynamics; training the leadership to instruct units and various groups within their chapters.

Ed Levin will conduct both courses, which are under the sponsorship of the Education Committee of the Long Island Conference.

Association Repeats Demand For Open Public Hearings On Clerical Title Upgradings

(Special To The Leader)

ALBANY—The Civil Service Employees Assn. has again asked for an open public hearing before the State Civil Service Commission on its appeal for clerical and office worker reallocations, following a reply to an earlier demand characterized by a CSEA spokesman as "not really a reply."

The Commission, according to CSEA, gave assurance only that it would consider the request after reviewing the reallocation case itself.

In repeating the demands, Joseph F. Feily, president of the Employees Assn. said:

"Although we are pleased to have your indications that our appeal brief and the record will be carefully reviewed by the Commission, we cannot accept your indefinite answer concerning our request for a hearing. Our members in these office and clerical titles feel that they should be afforded an opportunity to present oral argument to the Commission against the negative decision ren-

dered by the director of Classification and Compensation."

"We hereby reiterate our request for a hearing and ask that a definite answer be given to us as soon as possible on this request," he said.

Prompted by the recent denial of the salary reallocations by J. Earl Kelly, director of Classification and Compensation, CSEA had asked for "a public hearing where several hundred of our affected clerical and office employee members would have the opportunity to express their feelings on Mr. Kelly's decision."

Earlier, the Employees Assn. had submitted a six-page brief supporting the appeal, which calls for two-grade reallocations for employees in some 180 titles. CSEA's is the only appeal before the Commission.

Nassau Police, Crossing Guards Receive Pay Hike

General salary increases plus the addition to two higher paying longevity categories were put into effect Jan. 1 for 381 school crossing guards attached to the Nassau County Police Department, it was announced by Police Commissioner Francis B. Looney and Nassau Civil Service Employees Assn., chapter president Irving Flaumenbaum.

New benefits also include a doubling of the number of paid holidays to six.

The crossing guards also are covered by the County's adoption of the 1/60th retirement amendment.

New Scales

New hourly pay scales are as follows:

Year	Old Scale	New Scale
1st	2.07	2.15
2nd	2.19	2.28
3rd	2.29	2.38
4th	2.41	2.51
5th	2.52	2.62

(Old Maximum)

10th	—	2.75
15th	—	3.00

Increments at the 10th and 15th year were added under the new benefits.

Guards will also get six paid holidays: New Year's, Lincoln's Birthday, Washington's Birthday, Memorial Day, Thanksgiving and Christmas.

The benefits were worked out in talks among Looney, Flaumenbaum and crossing guards unit president Margaret Tebbins.

Williams Named Renewal Director

ALBANY—Governor Rockefeller has named Arthur E. Williams of White Plains to direct the new housing and development fund of the Division of Housing and Community Renewal. His salary will be \$12,000 a year.

A former Westchester County Public Works employee, Williams joined the State service in 1962. He attended the Columbia University School of Architecture.

Two Top State Police Officers Are Promoted

ALBANY—State Police Superintendent Arthur Cornelius Jr. has promoted two officers in the Bureau of Criminal Investigation. The "New Year" appointments are effective immediately.

Richard E. Boland, now a lieutenant with the BCI at Division headquarters in Albany, has been promoted to captain. He is being placed in charge of BCI operations at Troop C. at Sidney.

He succeeds Captain Edgar D. Crosswell, who retired recently.

Frederick J. Penfold, a senior investigator at Division headquarters, has been advanced to lieutenant, succeeding Captain Boland.

Sixth Year For G-E-X Scholarship

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

The Tri-City Area awards are part of a nationwide scholarship program instituted in 1960 by the G-E-B organization. This year 60 scholarships with a value of

Union Loses

(Continued from Page 1)

and add their support to town-wide negotiations on behalf of all town workers.

The CSEA had more than 80 per cent membership among the 440 employees in the town's two incinerators and collection crews.

"The vote shows," Flaumenbaum added, "that the employees want to continue to be served by CSEA and to be part of a town-wide bargaining unit." Flaumenbaum had opposed the vote initially on grounds that it posed a threat of splitting the town workers into weak and unmanageable little units. Later, however, he supported the vote as a means of settling the issue for good.

Went Along

The vote had been proposed by the town at the behest of the union after hearings before Jay Kramer, counsel to the State Labor Board, who was specially appointed to decide the issue. The Nassau chapter noted that the vote had no precedent in law, but decided to go along to resolve the issue.

The vote was billed as significant to civil servants throughout the State who, in many areas, are presented with overtures from unions seeking to expand their operations by signing up public servants.

Westchester Decision

(Continued from Page 1)

be eligible for raises with top employees qualified to receive raises of more than \$2,000. Twenty-seven of those received graduate training under a county-sponsored program, the county claims.

The county asserted the law was unconstitutional on a number of grounds and said it was an invasion of "Home Rule" and the county's right to fix wages. The mandated increases would throw the whole county salary out of line, the county argued.

Arguments Rejected

In addition, the county asserted the law obviates the merit system does not apply to all counties alike and fails to establish adequate standards.

Rejecting these arguments, Justice Dillon said:

"It is clear, as heretofore indicated, that the object of the statute is to attract and retain qualified persons in the employ of the local welfare departments throughout the State. The State Constitution expressly declares that public welfare and assistance are public concerns and shall be provided by the state and by such of its subdivisions and in such

manner, and by such means as the Legislature shall from time to time determine."

"From the foregoing, the conclusion is inescapable that salaries paid to employees of local welfare departments are a matter of state concern and that consequently the legislation in question is an exception to Home Rule provisions."

As to the county's claims that the law was vague and unworkable, Justice Dillon replied:

"There is no merit in the contention that the provisions relating to minimum increments are too vague. No computer is required to determine the minimum amount a qualified person would receive if his salary was raised by 10 per cent or by 20 per cent."

Commenting on the importance of the Westchester decision, Joseph F. Feily, CSEA president, said that "I believe that this decision is of vital importance because if the Suffolk ruling were carried to its ultimate application, employees in counties throughout the State now receiving differential pay for any reason whatsoever would find their salaries in jeopardy."

Did you know that anyone who writes on a schoolhouse outbuilding in Maine can be fined \$10? Under medicare, however, you might save money if you keep a written record of your doctor bills so that you can send the receipts

in to your designated insurance carrier when the yearech \$50 or more. Although you pay the first \$50 each year under the medical insurance, it is necessary to submit receipts to show how much you have paid.

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Your Public Relations IQ

By LEO J. MARGOLIN



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

Civil Service - In The Middle

FOR NO OTHER reason than their choice of careers, civil service people unknowingly become involved in controversies they did not precipitate. In fact, they usually don't know about the controversy until they become the volley ball in a political game of the same name.

THIS "INNOCENT bystander" role of the civil servant may be classified as an "occupational hazard." It is just another one of the many, many demands of a civil service career, and the civil servant must harden himself to accept it.

LET'S TAKE the growing controversy over computerization of government information. On the one hand is the urgent government necessity to accurately maintain tens of millions of individual records for the efficient operation of government in the midst of a population explosion.

ON THE other side of the volley ball net are the civil libertarians, who insist that this is an invasion of privacy as well as "catastrophically dangerous" to put so much information in the hands of a few people.

THE CONTROVERSY is getting hotter because President Johnson has already announced his approval of a proposed National Data Center, which would centralize information on any individual in the United States from 20 different government agencies.

VANCE PACKARD, the author of "The Naked Society" and "Hidden Persuaders," is worried about the data bank. He suspects that it may lead to a "Big Brother" government in the United States, with hundreds of government agencies figuratively looking over every citizen's shoulder.

"MY OWN HUNCH," writes Mr. Packard, "is that 'Big Brother,' if he comes to the United States, will turn out to be not a greedy power-seeker, but a relentless bureaucrat obsessed with efficiency. And he, more than the simple power-seeker, could lead us to that ultimate of horrors, a humanity in chains of plastic tape."

WITH ONE sentence Mr. Packard pays tribute to civil service. With the second sentence, he puts the civil servant "in the middle."

FIRST, THERE is always the subliminal chance that people will see civil service people as a dangerous group, which holds enormous power because they have mastered the information hidden in the innards of the computer.

AFTER ALL, who will operate these machines, if not civil servants? Who will have immediate access to this mountain of information, if not the civil servant carrying out his duties?

"THE FILEKEEPERS of Washington have derogatory information on literally millions of citizen," Mr. Packard insists. "The more it is fed into central files, the greater danger that it will be used as a form of control."

MAYBE MR. Packard is right
(Continued on Page 10)

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 7, N.Y. (Manhattan). It is three blocks north of City Hall, one block west of Broadway.

Hours are 9 A.M. to 4 P.M. Monday through Friday, and Saturdays from 9 to 12 noon. Telephone 566-8720.

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

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

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

STATE

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

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

FEDERAL

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

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

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

10

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The Job Market

By V. RAIDER WEXLER

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

STENOGRAPHERS are needed for the Foreign Service of the United States Department of State to serve in 100 countries. Those interested will be tested at 80 to 96 words per minute. Salary range is \$4,641 to \$5,190 per year depending on stenographic skills. Also applicants must be at least 21 years old and have U.S. citizenship. . . . Apply at the Office Personnel Center at 575 Lexington Avenue, Manhattan or telephone PLaza 9-1020 and ask for the Department of State Recruiter.

This is the time of the year when many **TELEPHONE DIRECTORY DELIVERMEN** are needed to deliver books in Manhattan to private homes, apartment houses and offices. Applicants must be able to complete delivery records and be in good health without any history of heart disease, high blood pressure or hernia. The pay is \$12.44 for a full day. Openings available to men using their own cars on a full time, part time, or piece work basis. . . . **UPHOLSTERERS** with four or five year experience are wanted at \$2.75 to \$4.00 an hour. . . . Also **AUTO BODY REPAIRMEN** to do complete collision jobs. Must have own tools. These jobs pay \$2.75 to \$3.00 an hour. . . . Fully experienced black and white **CUSTOM PRINTERS** are in great demand. The pay is \$100 to \$150 a week depending on experience. . . . Apply at the Manhattan Industrial Office, 255 West 54th Street.

In Brooklyn, **TV SERVICE-MEN** with their own tools are needed for bench repair work and home calls. The pay is \$90 to \$150 a week depending on experi-

ence. . . . **UPHOLSTERERS** to cut and sew tuft can get jobs paying \$3.00 an hour. . . . **AUTO STATION ATTENDANTS** with driver's license and willing to work Sundays are also needed. Must sell gas, fix flats, do minor repairs and lubrication. The pay is \$70 to \$90 a week. . . . **CAR WASHERS** are needed for weekend work. Should apply Mondays to Fridays. No experience required. Pay is \$1.50 an hour. . . . Apply at the Brooklyn Industrial Office at 250 Schermerhorn Street.

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TUESDAY, JANUARY 17, 1967



A Dangerous War

WITHIN less than a week, two conflicting court decisions have been rendered on one subject—differential payments to local welfare case workers who have taken post graduate training in their field. Under State law, local governments were mandated by the Legislature to give such employees from 10 to 20 per cent more pay for acquiring added skills through advanced education.

Several counties have fought this law vigorously and in a case brought jointly by Erie and Suffolk Counties, Supreme Court Justice Arthur Cromarty, in Suffolk, ruled the law unconstitutional. A few days later, however, Supreme Court Justice John J. Dillon, hearing a similar suit in Westchester County, ruled otherwise. The issue will now have to be decided by the higher courts.

The ramifications of these court tests go far beyond the issue of whether or not this particular law is or is not constitutional. What has really happened is that counties and towns throughout New York State have openly declared war on the right of the Legislature to mandate local legislation. This battle has been going on behind the scenes for years under the guise of protecting Home Rule rights. By invoking the cry of "Home Rule," any number of local governments have been able to avoid laws that would force them to pay proper salaries for efficient public service and even to deny their citizens necessary services on the pretense of economy in government.

The essential part of Justice Dillon's opinion declares that "It is clear . . . that the object of the statute is to attract and train qualified persons in the employ of local welfare departments throughout the State. The State Constitution expressly declares that public welfare and assistance are 'public concerns' and shall be provided by the State and by such of its subdivisions and in such manner and by such means as the Legislature from time to time determines."

Home Rule is essentially desirable in many areas. When it is used as a device to avoid accepting responsibility to its citizens, however, it is merely a false front to conceal inaction. When the salaries, efficiency, ambition and morale of such local employees as teachers, police, firemen, welfare workers and others who give a community its essential services are suppressed to an excessive degree, then the whole community suffers.

The State Legislature is, after all, the voice of the people as well as its guardian. Those local officials challenging the right of the Legislature to mandate local laws are therefore attempting to undermine the prestige, the duties and the responsibilities of the State's highest governing body.

This challenge will be openly given at the forthcoming State Constitutional Convention. It is imperative that delegates to that convention recognize this battle for what it is—an attempt to avoid public responsibility through political, financial or other reasons. It is a challenge that, unless accepted and defeated, will impose the gravest of consequences on good government in New York State for decades to come.

LETTERS TO THE EDITOR

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

Retirement System Retroactive Benefits

It was most gratifying to read in the Jan. 10 issue of The Leader, that Civil Service Employees Assn. for its 1967 legislative program is laying heavy accent on a State pay increase, and further Retirement System liberalization thereby equating wages with retirement benefits. This is a timely recognition of the fact that retirement benefits are in reality deferred wages, and therefore a part of the wage structure. The writer had frequent and intensive exposure to great numbers of CSEA members of retirement age, in the recent past. While they generally applaud the objectives of the 1/60th law enacted at the last session of the Legislature, they are unanimous in their belief that the law brings practically no benefit to them. They find it disappointing to think that the employee who entered the State Service in 1960, and thereafter will enjoy better retirement benefits without a penny's contribution, than they who have invested hundreds of millions of dollars in the Retirement System; have nurtured and sustained the System during its infancy and youth, and have played a great and indispensable part in making it the enormous financial institution it is today.

They feel that if the State is to have the image of a benevolent employer, it must at the very least provide equality in retirement benefits between the recent and old employees, as a deserving reward for a lifetime of dedicated service to the State.

They are convinced that unless the 1/60th law is amended to include service since 1936, as the resolution adopted at the last convention of the CSEA provides, the law will constitute discriminatory class legislation destructive of good morale.

This class of employees of whom there are 33,578 in the State Service according to the latest available information, urges the Association to mount a major campaign including the use of all of its facilities and great prestige, to enact such resolution into law. It commends the Association for its sensitivity and response to the needs and aspirations of so large a part of its membership, and wishes it God's speed in its endeavor.

LOUIS BUSELL, Chairman
Committee for a Just 1/60th
Law, The State Insurance
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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.")

Salary Proves Right To Tenure

THE RECENT CASE of Agresti v. Board of Education Union Free School District No. 5 (decided September 9, 1966) sustained an elementary school principal's tenure rights in her position.

THE EDUCATION LAW, Section 3012(2) provides for appointment on tenure upon completion of a probationary term. Petitioner Agresti's tenure as an elementary school teacher dated back to 1948. She was appointed as an Assistant Principal, effective November, 1960, and as a Principal, effective September 1, 1962. The probationary periods for both positions were three years.

THE PETITIONER requested and was granted a sabbatical leave of absence for the 1964 to 1965 school year. The petitioner's eligibility for the sabbatical leave was established by her having given more than seven years of satisfactory service.

IN APRIL 1966, during petitioner's fourth year as a Principal, the Superintendent of Schools recommended denial of tenure. Petitioner contended that tenure had vested after September, 1965, when she had completed three probationary years as Principal. She further contended that her two years as Assistant Principal plus one year of service as Principal established tenure as Assistant Principal.

THE RESPONDENTS' justification for opposing the petitioner's claim to tenure was that her sabbatical year did not count as part of the requisite probationary period. While respondents claimed that the petitioner was informed when her sabbatical was granted that it would not count as part of the probationary period, she insisted that the contrary was the fact, and that she was advised that the sabbatical leave would not affect the running of the probationary years.

THE RESPONDENTS' position was that tenure rights are operative on behalf of persons who have actually "served" for the probationary period and that a sabbatical year is not a year of service. The logic of the respondents' argument is obvious, because it is difficult to visualize a year away from the job as part of the probationary trial period. Still, the petitioner had not simply taken the sabbatical leave. She had to ask for and be given it.

THE SCHOOL DISTRICT'S policy is that sabbatical leave "shall be without prejudice to the teacher's tenure rights." The District interprets its policy as meaning that sabbaticals are neutral interim absences.

THE PETITIONER argued that the District's statement of policy was clearly a positive expression that sabbaticals are included in probationary periods. The respondents' contention is that such an interpretation of this policy would be inconsistent with Section 3012 of the Education Law which speaks of probationary periods in terms of "service". Thus, substantial leaves of absence are not included in the probationary period. In short, the respondents reasoned that the petitioner's sabbatical was an absence negating the purpose of probationary service which must be evaluated with a view toward establishing the competence of the teacher.

IT CANNOT be denied that "service" and "absence" are mutually exclusive concepts. The Education Law, Section 3012, refers to serving a probationary period without specifying possible kinds of service. However, Section 3005 of the Education Law states that a teacher who has had at least five years of service may receive a one year leave of absence to teach in a foreign country provided such country agrees to furnish a teacher to fulfill the duties of the teacher on leave. Such leave is treated as though the teacher had not been absent from the school district.

SALARY IS DEFINED as the amount of compensation paid a teacher for services rendered during the school year. Petitioner Agresti was paid two thirds of her annual salary whole on leave of absence. She was therefore justified in

(Continued on Page 15)

U.S. Service News Items

By JAMES F. O'HANLON

N. Y. National Guards Bus To Capitol For Protest

Busloads of New York National Guard civilian employees many of them serving directly in the war effort, will descend on Washington this week to protest their orphaned job status, it was announced today.

Named "Operation Identity" the civilian guardsmen seek passage of a bill that would make them federal employees. Although technically working for the State, the civilians, who are forced to become uniformed members of the New York National Guard, are paid by the Federal government.

However, they have neither state nor federal employee status, nor are they accorded benefits of the armed forces.

Charging that they are victims of job discrimination, the civilian guardsmen hope to have a bill re-introduced giving them civil service status. The bill passed the House in the last session, but Congress adjourned before it could be acted on in the Senate.

Operation Identity is being staged by the Association of Civilian Technicians in behalf of 39,000 full time National Guard civilian workers throughout the country who assert they labor in a "no man's land" of employment.

They claim they are disowned by both the Federal and State governments in the realm of job benefits and other rights.

The bill introduced by Congressman F. Edward Hebert, (D-La), a member of the House Armed Services Committee, would provide retirement pay, a hospitalization and life insurance plan and other fringe benefits for the civilian guardsmen who are technicians and keep the National Guard units on active day to day alert.

A spokesman for the group said that the civilians whose full time work service range up to thirty years with the Guard have neither job benefits, grievance machinery

nor merit promotion or other career opportunities.

They are discharged at 60 years of age, five years before they become eligible for social security, he pointed out. And although subject to military discipline they do not enjoy any armed forces benefits.

Included among those who will make the trip to Washington are representatives of members of the N.Y. National Air Guard. These units currently fly to Southeast Asia in support of the Vietnam war effort.

Those engaged in this activity are subject to combat conditions. Other local employees are assigned to missile sites which defend the New York metropolitan area on a round-the-clock basis

Senator Jacob Javits has expressed a desire to meet with the delegates as a group upon their arrival in the nation's capitol. A request for an appointment has been sent to Senator Robert Kennedy. After the formal welcome to Washington, the delegates will split into groups contacting as many members of Congress as possible, seeking their support.

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Maintenance Instructors

Applications for electro-mechanical instructors are being accepted continuously by the Manpower Development Training Program. Duties include teaching the maintenance and repair of washing machines, clothes dryers, domestic refrigerators and air conditioners, toasters and broilers.

Applicants for this \$8 per hour position must have had nine years of full-time paid experience in this field and hold a high school or equivalency diploma.

Send resume of experience and education to Manpower Development Training Program, 110 Livingston St., Room 814, Department "P," New York 11201.

Adjudicators Sought

The Veterans Administration is seeking adjudicators to start in trainee positions at grade GS-7, with a starting salary of \$6,451 per year. Law school graduates are preferred.

Adjudicators are responsible for developing and evaluating claims for pension, compensation, insurance, and education, submitted by veterans and their dependents.

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



POST OFFICE AWARDS — Four City Post Office employees win awards totaling \$4,170 for adopted suggestions. (L. to R.) Clerk S. Fechter, Long Beach, \$800 for his suggestion to rearrange a conveyor belt resulting in a saving of approximately \$29,800; Foreman P. Singer, Brooklyn, \$900 for his suggestion regarding Mail-Flo trays resulting in a saving of approximately \$49,100; Acting Postmaster of New York, John R. Strachan, who presented the awards; Machinist A. J. Ricuito, Manhattan, \$1,300 for his suggestion to modify certain stacking and cancelling equipment resulting in a continuous saving of man hours; Survey Assistant A. Swirin, of the Bronx, \$1,170 for his suggestion to re-route certain foreign mails resulting in a continuous saving of man hours.

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LEGAL NOTICE

CITATION. — THE PEOPLE OF THE STATE OF NEW YORK, By the Grace of God, Free and Independent, To Attorney General of the State of New York; and to "Mary Doe" the name "Mary Doe" being fictitious, the alleged widow of Mike Golube, also known as Mike Goluba, Mike J. Goluba and Michael J. Goluba, deceased, if living and if dead, to the executors, administrators, distributees and assigns of "Mary Doe" deceased, whose names and post office addresses are unknown and cannot after diligent inquiry be ascertained by the petitioner herein; and to the distributees of Mike Golube, also known as Mike Goluba, Mike J. Goluba and Michael J. Goluba, deceased, whose names and post office addresses are unknown and cannot after diligent inquiry be ascertained by the petitioner herein; being the persons interested as creditors, distributees or otherwise in the estate of Mike Golube, also known as Mike Goluba, Mike J. Goluba and Michael J. Goluba, deceased, who at the time of his death was a resident of 634 East 14th Street, New York, N.Y. Send GREETING:

Upon the petition of The Public Administrator of the County of New York, having his office at Hall of Records, Room 309, Borough of Manhattan, City and County of New York, as administrator of the goods, chattels and credits of said deceased:

You and each of you are hereby cited to show cause before the Surrogate's Court of New York County, held at the Hall of Records, in the County of New York, on the 3rd day of February, 1967, at ten o'clock in the forenoon of that day, why the account of proceedings of The Public Administrator of the County of New York, as administrator of the goods, chattels and credits of said deceased, should not be judicially settled.

IN TESTIMONY WHEREOF, We have caused the seal of the Surrogate's Court of the said County of New York to be hereunto affixed.

WITNESS, HON. JOSEPH A. COX, a Surrogate of our said County, at the County of New York, the 20th day of December, in the year of our Lord one thousand nine hundred and sixty-six.

Philip A. Donahue,
Clerk of the Surrogate's Court.

Wash., D.C. Seeks Nursing Assistants

Nursing assistants are needed at military hospitals in the Washington area. Candidates with experience can qualify for positions with a starting pay of \$4,269 per year. Openings at a lower grade, are available for applicants with six months experience or a high school diploma. For further information, write the Interagency Board of Civil Service Examiners, 1900 E Street, NW, Washington, D.C.

LEGAL NOTICE

SUPREME COURT OF THE STATE OF NEW YORK, COUNTY OF BRONX. In the Matter of the Application of CALVIN EARL HENRY, Petitioner, For the Dissolution of his Marriage with RUTH HENRY, Respondent. Pursuant to Article 12 Domestic Relations Law. TO: RUTH HENRY. PLEASE TAKE NOTICE that petition has been presented to this Court by CALVIN EARL HENRY, your husband, for dissolution of your marriage on the ground that you deserted yourself for five successive years last past without being known to him to be living and that he believes you to be dead, and that pursuant to an order of said Court dated the 3rd day of January, 1967, a hearing will be had upon said petition at the said Supreme Court, Special Term, Part I, at the Courthouse, located at 851 Grand Concourse, Borough of Bronx, City and State of New York, on the 7th day of April 1967, at 9:30 o'clock in the forenoon. Dated: New York, January 3, 1967. CALVIN EARL HENRY STANLEY A. COHEN Attorney for Petitioner 1501 Broadway New York 36, New York

Traffic Dept. Issues Booklet for Residents

The New York City Department of Traffic has published a new traffic safety guide for all who walk or drive on the City's streets and highways.

Entitled "Traffic is People" the 24-page booklet is a comprehensive digest of City and State traffic laws which are particularly applicable in New York City. It translates into the layman's language the do's and don't of the regulations which pedestrians and motorists are required to observe to promote traffic safety.

The booklet is available without charge to the public. Requests are to be addressed to the New York City Department of Traffic, Bureau of Public Relations and Traffic Safety Education, 28-11 Bridge Plaza North, Long Island City, N.Y. 11101.

Motor Vehicle Clerks Sought By Oswego

Oswego County is accepting applications until Feb. 2 for an examination for motor vehicle clerk, to be held March 4. The salary for this position ranges from \$3,750 to \$4,700.

For further information and applications, contact the Oswego County Civil Service Office, third floor, County Building, Oswego, New York.

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LEGAL NOTICE

SUPREME COURT OF THE STATE OF NEW YORK, COUNTY OF BRONX. BENJAMIN ORESKY, Plaintiff, against WILLIAM S. PETERS, CATHERINE MAYBERRY, CORINNE W. PETERS, MARK SOBIN, MARGIE ROBERTS, "JOHN" MAYBERRY, if any or all of the foregoing be living, and if they or any of them be dead, then it is intended to sue their heirs-at-law, devisees, distributees, next of kin, executors, administrators, wives, widows, lienors and creditors and their respective successors in interest all of whom and whose names and addresses and whereabouts are unknown to plaintiff and who are joined and designated as a class of "unknown defendants", and THE CITY OF NEW YORK, Defendants. Plaintiff designates Bronx County as the place of trial. The basis of the venue is the plaintiff's residence in Bronx County, New York.

SUMMONS: TO MARK SOBIN and "JOHN" MAYBERRY, the above named defendants: YOU ARE HEREBY SUMMONED to answer the complaint in this action and to serve a copy of your answer on the Plaintiff's Attorney within 20 days after the service of this summons, exclusive of the day of service (or within 30 days after the service is complete if this summons is not personally delivered to you within the State of New York) and in case of your failure to answer, judgment will be taken against you by default for the relief demanded in the complaint. Dated, New York, New York, January 10, 1967. TOLCHIN & SCHIFF, Attorneys for plaintiff, Office and Post Office Address 11 Park Place, New York, N.Y. 10007.

To: The above-named defendants: The foregoing summons is served upon you by publication pursuant to an Order of the HON. ARTHUR MARKEWICH, a Justice of the Supreme Court of the State of New York - County of Bronx, dated the 27th day of December, 1966, and filed with the complaint and other papers in the Office of the Clerk of County of the Bronx, Bronx County Court House located at 851 Grand Concourse, Bronx, New York. The object of this action is for foreclosure of a mortgage of the property described below according to the respective rights of the person interested therein: "ALL that certain plot, piece or parcel of land, with the buildings and improvements thereon erected, situate, lying and being in the Borough of Bronx, City and State of New York, bounded and described as follows: - BEGINNING at a point on the southerly side of 165th Street, as it existed before the legal opening thereof, distant 55 feet easterly from the corner formed by the intersection of the said southerly side of 165th Street with the easterly side of Union Avenue, as it existed before the legal opening thereof; running thence easterly along said southerly side of 165th Street, 25 feet; thence southerly parallel with the easterly side of Union Avenue, 110 feet, more or less, to a fence which forms the division line of the premises hereby described and the property now or formerly of Anselm Stollberg; thence westerly parallel with the said southerly side of 165th Street, 25 feet; thence northerly again parallel with the easterly side of Union Avenue, 110 feet more or less to the southerly side of 165th Street to the point or place of beginning, excepting therefrom so much thereof as has been taken by the City of New York for the opening of 165th Street. Said premises being known as 816 East 165th Street, Bronx, N.Y. Dated: January 10, 1967. New York, New York. TOLCHIN & SCHIFF, Attorneys for Plaintiff, Office and P.O. Address 11 Park Place, New York, N.Y. 10007.

Washington Recruiters Here:

Overseas Jobs For Clerks And Secretaries With U.S. State Dept. Available Until Feb. 3 In N.Y.C:

Secretaries and communications clerks are being sought for work in American Embassies and Consulates around the world, and for duty in the "home" offices in Washington, D.C. Recruiters from the U.S. State Department will be in New York City from Jan. 16 through Feb. 3 for interviews.

Salaries for these positions, here and abroad, are reported to range from \$4,776 and up a year.

"We are looking for secretaries with shorthand skill and communications clerks with teletype or cryptographic experience who are willing to serve anywhere they are needed," said one of the recruiters who has served at several Foreign Service posts. "The Foreign Service offers a unique combination of service to our government and the opportunity to live in and learn about other countries," she added, "and those fortunate enough to be selected will find a challenging, rewarding career awaits them."

Positions overseas are open to secretaries with shorthand experience, communications clerks with teletype or cryptographic experience, and male clerks with typing skills. Recent work ex-

tions. To qualify, one must be an American citizen at least five years, 21 or older, and able to pass typing and clerical tests.

Women must be single without dependents to be considered, but applications will be accepted from qualified married men who have no dependents other than a wife. Young people who cannot qualify for overseas because they lack work experience or are not yet 21 will be considered for positions in Washington, D.C. and may apply later for overseas assignments.

Interviews will be conducted at the Office Personnel Center of the New York State Employment Service, 575 Lexington Avenue, New York, from January 16 through February 3. Hours are 9:00 to 4:30, and until 7 p.m. on Monday and Wednesday. For further information call 759-1020 and ask for the Government Unit.

Public Health Nurses In Field; \$7,100

New York City is accepting applications on a continuous basis for the position of head nurse (public health). The salary for these job ranges from \$7,100 to \$8,900 a year.

All applicants must possess a valid New York State license as a registered nurse or have application for the license pending. In addition, candidates must have completed 30 credits in a college program in the following areas:

Public health, social aspects, psychology and education and communication skills. At least two courses in the field of public health and one each in the other fields are required although only two courses are permitted in communication skills.

Completion of a baccalaureate or higher program at an accredited college or university which provides preparation for public health nursing, will be accepted in lieu of the above educational requirements.

For further information and applications, contact the Department of Civil Service, 49 Thomas St., N.Y. N.Y. 10013 or call 566-8700.

Overseas Teaching Positions Are Set By Defense Department

Teachers and school administrators interested in living and working overseas are offered position open in the Overseas Dependent Schools of the Department of Defense.

Salaries start at \$5,505, plus free housing or a housing allowance. Transportation to and from the overseas stations is provided without charge.

Applicants must have a bachelor's degree, with 18 semester hours of professional teacher training, a teaching certificate, and two years of teaching experience. Those with higher education or more experience can earn a higher salary.

Teachers are urged to come for interviews at the Professional Placement Center of the New York State Employment Service, at 444 Madison Avenue in Manhattan.

Chemist List

Results of the recently released list for chemist in New York City departments show that there are 4 candidates now eligible for appointment.

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N.Y. State Professional Career Test Program Is Open To College Seniors

The New York State Professional Career Testing Program is again open for filing to college seniors and graduates.

Through this examination program, college graduates may begin professional careers receiving on-the-job training in the fields of administration, physical and biological, sciences, sociology, economics, research, mathematics, accounting, on-the-job training in budget development work, preparation of electronic data processing, banking and education.

Vacancies are mostly in the New York City and Albany areas although there are others throughout of the State.

Written Exam

The written examination is designed to measure verbal and quantitative abilities, abstract reasoning and spatial perception, and will require about two hours to complete.

All candidates must be U.S. citizens. Other qualifications for the various fields follow:

Administration

Most recent graduates begin work as trainees at a salary of \$6,300 a year. Those who have had one year of appropriate post-graduate experience of study, may be employed directly at the first professional level, with a starting salary of \$6,665.

The examination is administered frequently at locations throughout the State and wherever possible, at college campuses across the nation.

Qualifications

Administration trainees receive civil service tests, recruitment, and local government coordination.

Positions in administration require a bachelor's degree with any major and include: personnel administrator, civil defense representative, budget analyst, personnel examiner, training technician, administrative analyst, junior investment officer and hospital administration intern.

Economics, Research And Accounting

Graduate study and membership in professional societies is encouraged for trainees as economists, researchers, and accountants.

These positions require a bachelor degree with appropriate specialization. Some of these positions are: economists, research assistant, assistant accountant, research assistant (sociology), municipal accounts examiner.

Trained mathematicians with statistical skills are utilized by almost every State agency, each of which will conduct training sessions on the job.

Requiring a bachelor's degree with a major in mathematics or statistics, these positions include: statistician, assistant actuary, scientific data programmer and junior insurance examiner.

Science

The State needs scientifically-trained professionals to conduct health research and direct programs of the Department of Public Works.

Requiring a bachelor's degree with appropriate specialization, these positions include: biologist, bacteriologist, chemist, conservation biologist, junior scientist, junior engineering geologist, forester, junior landscape architect and junior engineers, civil, mechanical and sanitary.

Social Sciences
The State Department of Mental Hygiene has instituted a program for the training of psychiatric social workers. Candidates for this position must be accepted in a

recognized graduate school of social work and will attend graduate school with full pay for one year. Caseworkers and probation officer trainees are needed to assist families, children and individuals in adjustment to community standards.

These positions require a bachelor's degree with appropriate specialization. Included in this field are: psychiatric social worker trainee, parole officer trainee, probation officer, caseworker, recreation instructor and institution teacher.

The Public Administration Internships

Candidates who possess, or are

candidates for a master's degree in public administration or political science, are eligible for internships in public administration. This is a comprehensive program designed for those whose interests and training are primarily in the area of government administration. Public administration interns are provided with formal and on-the-job training and are offered the opportunity for continued graduate study.

Data Processors

Electronic data processors also are needed. Requiring a bachelor's degree in any major, these positions include computer program- (Continued on Page 10)



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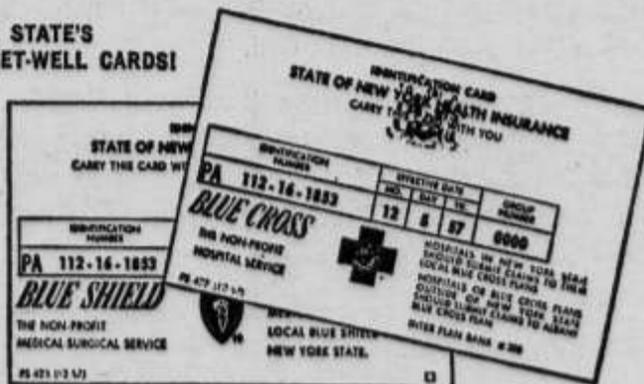
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DON'T REPEAT THIS

(Continued from Page 1)

The first problem will be to see that the civil service guarantees now provided in the constitution are maintained and perhaps, in some important areas, even broadened, and they will be watching like hawks to see that no move is undertaken against the merit system.

As a consequence of first importance to civil service employees will be the question of whose hand is at the controls of the convention and what will be the attitude of the presiding officer to the needs and wants of civil service employees.

Assemblyman Anthony J. Tra-

via, Speaker of the Assembly, looms at this moment as the man most likely to be elected president when the convention opens in Albany early in April. There are other possible choices—former Judge Charles Desmond, Judge Bernard Botwin, and former Mayor Wagner, being among those named. But the fact is, that of this writing, Speaker Travia has a decisive lead. Moreover, he is an active candidate and is calling on his friends throughout the state to back him.

Travia has a number of things going for him.

1.—He is the unanimous choice of the single biggest block of dele-

gates, 27, out of his home county, Kings, and two from Staten Island who were elected with the support of the Brooklyn Democratic organization.

2.—Travia has a call on Queens leader Moe Weinstein, whom he put in as majority leader of the Assembly.

3.—Joseph Crangle, the Erie County leader, is also beholden to the Brooklyn Democrat; Crangle holds the clerkship of the Assembly at \$20,000 annually because of Travia's benevolence.

4.—Travia has been doing favors for Democratic County chairmen throughout the state since he became speaker in 1965

and he is now calling in these chips.

5.—Last, but possibly most important, is Travia's relationship with Gov. Nelson Rockefeller.

Assist From The Governor

When Rockefeller talks of a bi-partisan convention it is hard to believe that he has anyone else in mind but Anthony Travia. It was Rockefeller who delivered the Republican votes to Travia in 1965 that made him Speaker of the Assembly. There are other reasons for the cordiality between these two men. They have mutual respect for each other and Rockefeller has found that next to having a Speaker of his own political persuasion, Travia is the next best thing to it. He's fair.

With Travia in the chair of the Constitutional Convention, Rocke-

feller would have a direct line on matters of concern to him.

Kennedy's Role

Reports that Sen. Robert F. Kennedy believes that Travia has enough to keep him busy as Speaker and should bow to someone else are generally discounted by sources close to the Senator. While they were not in rapport earlier, a strong friendship has developed. Kennedy has stated that he wants a model constitution and Travia is just as likely a man to produce such a document as anyone else mentioned to head the constitutional convention. At any rate, Democratic State Committee Chairman John Burns, generally regarded as Senator Kennedy's spokesman on many political matters, has made it clear to insiders that "if Tony wants it, Tony will get it."

Travia's election as chairman of the convention would be a re-assurance to civil servants, many of whom see pension, promotion and other merit system rights now guaranteed by the State Constitution being threatened. As Speaker, Travia has supported the State's public employees on legislation ranging from pay raises and retirement benefit increases to liberalized working conditions and other benefits.

Above all, Travia has acquired a stature as Speaker of the Assembly that has earned him vast respect as a hard worker, a man of integrity and a leader who knows how to get things done, all of which are eminent qualifications for being chairman of a constitutional convention.

P.R. Column

(Continued from Page 4)

about a few isolated individuals in government. We would doubt that they are civil servants. The civil service careerists we know are a different breed—dedicated to the democratic form of government, and ready to do anything in their power to protect it, including an individual's civil liberties.

THE FACT is that Congress has not yet wrestled with the problem of computer files versus civil liberties. We feel certain that when Congress does face the problem and solve it, they will depend, as usual, on the intelligence, good sense, and efficiency of civil servants to implement the law.

WE WOULDN'T say that this flap is endangering the public relations of civil service. At this stage of the volley ball game, let's just say that it isn't helping civil service public relations.

Career Test

(Continued from Page 9)

mer and computer systems analyst.

Other Positions

There are a multitude of other positions in diversified fields. Each position requires a bachelor's degree with appropriate specialization. Some of the other titles available include industrial geographer, urban planner, home economist, education aide, assistant examiners editor, bank examiner aide and professional accountant.

Final dates for filing for this opportunity and test dates follow: February 27 for the April 1 exam and April 17 for the May 20 exam.

For further information and applications contact the New York State Department of Civil Service, at The Campus, Albany; Room 1100, 270 Broadway, New York City; Room 303, State office building, Syracuse.

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New York City Patrolman Fred Brussell and his wife, Mary, of 6 Elves' Lane, Levittown, New York, are raising a bumper crop of children. And Fred can tell you that doctor bills, for a family this size would be a staggering problem — if not for GHI.

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Manhattan-66 Club Met Last Week

The Association of Auxiliary Firemen of Manhattan-66 Club, hosted the regional meeting of the International Fire Buffs Assn. at its new quarters, The American Red Cross Building, 150 Amsterdam Ave., New York City.

The meeting started at 10:30 a.m. on Saturday, Jan. 14. A buffet luncheon was served, after which the meeting continued with Richard Hellbrun, regional vice president of the association presiding.

Approximately ten member clubs from the metropolitan area attended.

Sales Store Clerk

WEST POINT—The Board of U.S. Civil Service Examiners, U.S. Military Academy, West Point, has announced an examination for the positions of sales store checker and sales store clerk, GS-2, with a beginning salary of \$3,925 per annum. Applications must be filed, at West Point, for positions at West Point and other federal agencies within a 35-mile radius of West Point.

Free Booklet About Hunter Mt. Resorts

A free colorful booklet listing many hotels and resorts in the Hunter Mountain resort area, showing rates, and winter sport activities, can be obtained by writing to the Hunter Mountain Resort Area Assn., Hunter, N.Y., or by telephoning (513) 589-5594.

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SPRINGFIELD GDNS \$17,900 \$800 DOWN — GI or FHA 10 yr. old cop. brick, 6 rooms, 3 baths, den room, appliances.	CAMBRIA HGTS \$30,900 Detached brick legal 2 family, 6 & 5 rooms plus fin. basement apt. fireplace. Garage.

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Telephone Operator Jobs With Police

The Police Department has announced that it has ten vacancies for telephone operator to work on a 605-701 six position multiple switchboard. Job training will be made available at Police Headquarters.

Anyone interested in either transfer or appointment to these positions may communicate with New York Police Department, Civilian Personnel, 240 Centre Street, New York, telephone Canal 6-2000, extension 361 or 362.

BUY U.S. BONDS

College Grads:

File By Wed. For Feb.'s Federal Service Entrance Exam - Filing For Next Test [March] Opening

Applications are now being accepted by the U.S. Civil Service Commission for the Federal Service Entrance Examination. College graduates wishing to take the Feb. 18 examination must file by Jan. 18. Successful performance on this exam will qualify candidates to fill positions in some 200 types of careers with the Federal Government. Applications for the March exam will be accepted until Feb. 15.

In effect, applicants for this test are reaching prospective em-

ployers in thousands of offices throughout the nation.

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trained to work on programs of both national and international importance and will be prepared to take further examinations above the grade 5 (\$5,331 per year) entrance level.

Once appointed, applicants will be trained for positions in personnel management, general administration, economics and social quasi-legal activities or food and drug inspection.

To meet the requirements for the grade 5 position, candidates must have completed or expect to complete within the next nine housing management, archival science, adjudication and other months, a four-year course leading to a bachelor's degree in an accredited college or university or have three years of experience in sciences, social security administration, management analysis, tax collection, electronic data processing, budget management, park ranger activities, statistics, investigation, procurement and supply administrative, professional, investigative or other responsible work which has prepared them for the appropriate specialty for which they are applying. Candidates may also take advantage of any equivalent combination of the experience and education. Thirty semester hours or 45 quarter hours will be considered equivalent to each nine months of the required experience.

Candidates with education or experience qualifications in excess of the minimum GS-5 requirements may also be considered qualified for GS-7 positions paying \$6,451 to start. For this grade they must have an additional year of study at the graduate level or have a year of experience at the supervisory level or an equivalent combination of education and experience. Additionally, an LL.B degree, or higher, from a law school is acceptable.

A new experimental program inaugurated this year permits those college graduates who have completed all the requirements within the last two years or expect to complete them within nine months, to place on the eligible register without examination provided they have a 3.5 index in all undergraduate courses or rank within the top ten percent of their class.

Those taking the test and attaining a sufficiently high rating may be marked qualified for the GS-7 grade if they have had a 3.0 index in college courses or rank within the top 25 percent of their class or have been elected to membership in one of the national honorary societies or have attained a score of 600 or more in the Graduate Record Examination Area Test or Advanced Test.

Management Internships

There are also opportunities in management internships which will be filled from this test. This position is given to persons who show a potential for special training as management interns.

To file for this test, write to the U.S. Civil Service Commission 220 East 42 St., New York City and ask for applications for test member 400—The Federal Service Entrance Examination.

Test and application cut-off dates are: February 18, cut-off January 18; March 18, cut-off, February 15; cut-off, March 15; and May 20, cut-off April 19. The final test will be given on June 17.

Remember to take your red, white, and blue medicare card when you go for treatment in a hospital or doctor's office.

"When the chips are down..."

A LETTER TO H.I.P.

As a Transit Authority employee I was in H.I.P. right from the beginning. A little over a year ago, I had to leave H.I.P. because I moved to Lake Ronkonkoma, and H.I.P. isn't that far out into Suffolk County yet. I belong to another plan now, and I miss the medical attention I used to get. I haven't had any blood or urine tests for my condition, and no effort is made to control it. Every visit to their doctor is a Rush, Rush, Hello, Goodbye, one shot, no follow-up deal. There is paper work involved which I didn't have with H.I.P.

This doctor doesn't seem to be satisfied with what his plan pays him, and he shows it in his attitude. In all my years with H.I.P. the doctors didn't seem to resent the Group they were associated with.

In my family, my sister-in-law died of cancer, but H.I.P. spared NO expense to try and save her. My father's illness was successfully arrested by H.I.P., and he has been enjoying good health ever since. Currently, another sister-in-law has cancer of the neck and H.I.P. has done everything possible, and she too is on the mend.

When the chips are down and the patient has his back to the wall, H.I.P. comes through, without added expense, without burdensome paper work, and with medical attention beyond expectation.

I am patiently waiting for H.I.P. to open a Group Center in or near Lake Ronkonkoma so I can again get first-class medical attention.

H. W. H.
Ex-H.I.P. Member



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Seasonal Post Office Jobs Now Being Offered; Apply Until Feb. 9 For '67 Test

The Civil Service Commission and the Post Office Department have announced the opening of a nationwide examination for students and others interested in work as seasonal assistants in the Postal Field Service.

The jobs will \$2.44 per hour and will be located in a limited number of larger post offices. It is anticipated that, as in 1966, the greatest number of jobs will be in major post offices such as those in New York City.

Candidates who qualify in the written test may be considered for summer employment in 1967, later to assist with the Christmas mail, and occasionally at other times during the year. Employment may be on a full-time or part-time basis, depending upon the needs of the post office.

Applicants must apply before Feb. 9 to take the test, which will be given nationally on Feb. 25 and March 4. Those who passed a similar examination for postal employment in the summer of 1966 will not need to retake the 1967 examination unless they wish to try for higher scores. The examination announcement contains the detailed instructions for applying on the basis of 1966 test scores.

Merit Assured

The new examination is a continuation of a previously announced plan to assure that selections for summer jobs are made on the basis of merit. A previous prohibition against the employment of a son or daughter of a postal employee has been modified. After all others with higher or equal scores have been offered jobs, the son or daughter of a postal employee may be hired.

The minimum age for appointment to seasonal assistant jobs during 1967 is 18, with the exception of high school graduates who may be appointed after they reach their 16th birthday. However, to be considered for jobs involving the operation of motor vehicles, the applicant must be at least 18.

Applicants for the positions are given specific instructions in the examination announcement on where to file for the tests. The announcement and application forms will be available at first- and second-class post offices, Civil Service Commission offices, and college placement offices.

No estimates are available on the total number of appointments of seasonal assistants expected in 1967. Although last year the total reach 14,288.

For further information on this position contact the U.S. Interagency Board of Examiners, 220 East 42 St., N.Y. City N.Y. 10017 or call 573-6101.

Policemen & Firemen Needed in D.C.

The District of Columbia is offering career opportunities in law enforcement and fire protection. Starting pay for policemen and firemen is \$6,010. Police cadets start at \$3,925 and policewomen begin at \$5,650 per year.

Further information on these openings may be obtained from the Interagency Board of Civil Service Examiners, 1900 E Street, NW, Washington, D.C. Phone number is (202) 343-7341.

Teachers Sought For Institution Jobs With Salary To \$7,955

New York State is seeking applicants to fill some 550 teaching positions which exist in 50 institutions of the Departments of Mental Hygiene, Social Welfare, Health and Correction, and the Division for Youth.

These positions pay from \$5,940 to \$7,280 a year for the title of institution teacher and from \$7,065 to \$8,590 for the senior institution teacher position.

Applications for these positions are open on a continuous basis with examinations conducted frequently.

There are 15 specialties available—each requiring a different number of semester hours in addition of a bachelor's degree for the institution teacher position.

Specialties Offered

Specialties offered are: agriculture, 36 hours; art, 36 hours; commercial subjects, 36 hours; elementary school subjects, 12 hours;

English, 24 hours; homemaking, 36 hours; industrial arts, 36 hours; library, 36 hours; mathematics, 18 hours; mechanical drawing, 36 hours; music, 36 hours; science, 12 hours; social studies, 24 hours; and special class (mentally retarded), 12 hours.

In addition to the above requirements, candidates for the senior institution teacher position are required to possess a permanent certificate issued by New York State for the teaching specialty for which he is applying, and must have two years of satisfactory teaching experience.

Further requirements are neces-

School Lunch Manager Positions Now Available With Board of Education

School lunch managers are needed by the New York City Board of Education. These positions pay from \$6,151 to \$7,490 a year.

Applications will be accepted on a continuous basis with periodic testing until the City's needs are met. Application forms are available from any public library branch in the five boroughs. An experience paper form A is also required to be filed with the Department at 49 Thomas St., N.Y. 0013, prior to the test date.

Minimum requirements for this position include: a baccalaureate degree with a major in foods, nutrition, institutional management, hotel administration or restaurant management from an accredited college or university and two years of full-time paid experience in the field or two years of full time work in an accredited college with a major in any of the above named specialties and completion of at least six college courses in either foods, nutrition, institutional management and quantity cookery and two years of acceptable experience.

Employees in this title are eligible for promotion, after specified periods of service, to supervisory titles up to and including assistant director of school lunches at

a salary range of from \$12,100 to \$14,500 a year.

Under supervision, school lunch managers, manage a junior high school cafeteria or a small high school cafeteria; supervise several elementary school cafeterias or are assigned to appropriate responsibilities in other units of the school lunch program.

The examination for this position will include questions on menu planning and food preparation; equipment; requisitioning; inspection and storage of supplies; sanitation; supervisory practices and cafeteria management.

In addition to the competitive written examination which is rated at 100 percent with a requirement of attaining 70 percent, a qualifying medical exam will also be administered.

For further information, contact the recruitment unit of the Department of Personnel, 566-8700.

FREE BOOKLET on Social Security; Mail only; Box 5, 97 Duane St., New York, N.Y. 10007.

Government Offering Accounting Careers

Applications for internal revenue agents and internal auditors at grade GS-5, \$6,211 a year and GS-7, \$7,099 a year, are now being accepted by the Internal Revenue Service.

The positions are located in the Albany, Brooklyn, Buffalo and Manhattan District Offices, and the Office of the Regional Inspector in New York City.

A major in accounting or at least three to four years of professional accounting experience, is required of candidates.

Applications and pertinent announcements are available at the Board of U.S. Civil Service Examiners, Internal Revenue Service, 96 Church Street, Room 1103, New York, N.Y., and at any Post Office where the announcement is displayed.

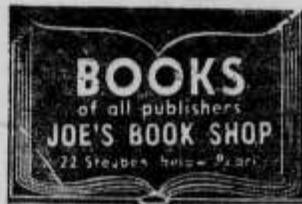
Applications will be accepted until further notice.

sary for appointments to the senior position in the Departments of Health, Mental Hygiene and Social Welfare.

For applications, and additional information, contact the State Department of Civil Service at the State office buildings in Albany, New York, Buffalo or Syracuse.

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City Aides Display Talents At Personnel Dept. Exhibit

The muse is in the news.

The City Department of Personnel and the Civil Service Commission recently concluded a successful week-long art show featuring paintings, sculptures, collages and other art objects which had been prepared by outstanding artists who are employees of the City.

The show, held at the Department of Personnel's offices at 220 Church St., featured 120 works of art by professional artists working for the City in a variety of jobs, commissioners and their wives, and Department of Personnel staff members.

The show was previewed by Mayor John V. Lindsay. The Mayor was presented with a portrait of himself painted by Mrs. Olga Ellissen, a supervising personnel examiner who was art committee chairman for the show.

The show, which was held at the suggestion of Civil Service Commission member George Gregory, Jr., was designed to call to the attention of the public the fact a great many City employees are not only hard working civil servants, but are also talented in other fields.

The halls of the Department of Personnel, gaily festooned with holiday season decorations and pictorial displays, in addition to the many eye-catching works of art which graced the walls, never looked so good. It was, all in all, quite a show, everyone admitted.



Mrs. Olga Ellissen, a supervising personnel examiner with the Department of Personnel, presents Mayor John V. Lindsay with her painting of his portrait as Commissioner George Gregory, Jr., assists by holding the painting.

It proved that there is nothing exclusive about talent. Among the contributors were messengers, clerks, psychiatrists, stenographers, commissioners, typists, firemen and policemen, case workers, and sanitation men.

So moving, in fact, was this esthetic display, that our own muse, too long dormant, stirred to inspire us to pen this immortal tribute to the Department of Personnel sponsored Art Show.

*There were portraits.
There were nudes.
There were etchings.
Black and White.
There were pictures quite mundane;
There were others out of sight.
We saw some pen and inks,
And wood construction, too.
There was one of black on black,
And one of every hue.
There were oils
And there were waters,
With a collage or two to boot.
There were paintings that were vivid,
And others that were moot.
It was a show to stir the mind,
A boon to these old eyes.
It was, we must admit,
A really smashing hit.
Who would have ever guessed
That our friends in government
Not only give their best
(The dears are heaven sent)
To keep this old town going,
But are also very knowing
About abstracts and seascapes
And pastels and landscapes
And metals and clays
And ceramic glaze
And other cultured stuff like that.*

File Until Jan. 30 For 17 State Exams; Others Open Until Feb. 13

Applications are being accepted by the State Department of Civil Service until Jan. 30 for 17 State open competitive examinations to be held March 4 and until Feb. 13 for four more exams to be held March 18. New York State residence is not required for ten of these exams.

A list of the March 4 examinations series follows.

Bookmobile clerk-driver, exam number 40-240, \$4,500 to \$5,000.

Clerk (Clinton-Essex Franklin Library), exam number 40-264, \$3,430 to \$4,230.

Damages evaluator, exam number 21-237, \$6,675 to \$8,135.

Educational television specialist, exam number 21-045, \$7,065 to \$8,590.

Assistant electric engineer, exam number 21-239, \$8,825 to \$10,670.

Senior electric engineer, exam number 21-240, \$10,895 to \$13,080.
Engineering materials technician, exam number 1-236, \$4,725 to \$5,855.

Field representative (education), exam number 21-189, \$8,825 to \$10,670.

Field representative (office of economic opportunity), exam number 21-190, \$9,975 to \$11,805.

Field representative (commission for human rights), exam number 21-188, \$8,825 to \$10,670.

Senior field representative (commission for human rights), exam number 21-191, \$10,330 to \$12,430.

Associate sanitary engineer, exam number 21-183, \$13,500 to \$16,050.

Principal sanitary engineer, exam number 21-187, \$16,655 to \$19,590.

Assistant superintendent of construction, exam number 21-235, \$7,065 to \$8,590.

Telephone operator (Bronx County), exam number 40-229, \$4,000 to \$5,080.

***Assistant valuation engineer**, exam number 21-238, \$8,825 to \$10,670.

***Associate welfare consultant (client resources)**, exam number 21-251, \$12,140 to \$14,505.

The four exams to be held March 18 are:

***Youth rehabilitation program supervisor**, exam number 21-149 \$10,330 to \$12,430.

***Division for youth camp superintendent**, exam number 21-226, \$10,330 to \$12,430.

***Supervisor for youth division center**, exam number 21-260, \$10,330 to \$13,430.

***Associate curator (geology)**, exam number 21-245, \$8,365 to \$10,125.

***New York State residence not required.**

****Open to residents of Clinton, Essex, and Franklin Counties.**

State Offers Parole Officer Trainee Jobs

New York State is accepting applications on a continuous basis for parole officer trainee examinations.

Salary in this position is \$5,800 per year. After one year in the trainee position, candidates who qualify will be promoted, without further examination, to the title of parole officer at a salary of \$6,920.

For further information contact the State Department of Civil Service, the State Campus, Albany, or the State Office Buildings, New York City.

Recreation Resource Specialists Wanted

The United States Department of Civil Service is accepting applications on a continual basis for positions as recreation resource specialist in the U.S. Department of the Interior and other Federal agencies.

Recreation resource specialists assist governmental and non-governmental organizations in locating and establishing needs for recreation facilities.

For further information contact the Executive Secretary, Board of U.S. Civil Service Examiners, Office of the Secretary, Department of the Interior, Washington, D.C. 20240.

4 Days To File For State Clerk Exam In Albany

New York State is resuming its walk-in testing for beginning office worker positions with State agencies in the Albany area.

As result of previous cycles of testing, hundreds of clerical workers have been hired by the State, but more are needed.

To qualify, applicants need no special background or education, except U.S. citizenship and New York State residence for at least a year.

Testing will be conducted on Monday and Wednesday evenings in the cafeteria, Building No. 3, on the State Office Building Campus at 1220 Washington Avenue. Exam dates are Jan. 18, 25, 30 and Feb. 1. Applicants can take the test on any of these nights. Prior applications are not required but candidates should bring their social security number with them to the test.

Testing will start no later than 6:30 p.m. Because facilities are limited, only the first 350 candi-

Last Week To File For 12 N.Y. State Promotion Exams

The State Department of Civil Service is accepting applications until Jan. 23 for the March 4 promotional examination series. Some 12 exams are included in this series. Each of these exams is open only to permanent employees in the department or promotion unit for which it is announced. A complete listing of the examinations follows.

Social Welfare ASSOCIATE WELFARE CON-

SULTANT (client resources), exam number 32-447, \$12,140 to \$14,505.

Public Service

ASSISTANT ELECTRIC ENGINEER, exam number 32-432, \$8,825 to \$10,670.

ASSISTANT GAS ENGINEER, exam number 32-431, \$8,825 to \$10,670.

ASSISTANT HYDRAULIC ENGINEER, exam number 32-434, \$8,825 to \$10,670.

ASSISTANT VALUATION ENGINEER, exam number 32-426, \$8,825 to \$10,670.

SENIOR ELECTRIC ENGINEER, exam number 32-433, \$10,895 to \$13,080.

SENIOR GAS ENGINEER, exam number 32-436, \$10,895 to \$13,080.

SENIOR HYDRAULIC ENGINEER, exam number 32-435, \$10,895 to \$13,080.

Public Works

ENGINEERING MATERIALS TECHNICIAN, exam number 32-430, \$4,725 to \$5,855.

SENIOR ENGINEERING MATERIALS TECHNICIAN, exam number 32-427, \$5,615 to \$8,135.

SENIOR SUPERINTENDENT OF CONSTRUCTION, exam number 32-425, \$8,825 to \$10,670.

Executive—Comm.

For Human Rights

ASSOCIATE FIELD REPRESENTATIVE (Comm. for human rights), exam number 32-370, \$12,140 to \$14,505.

Law Column

(Continued from Page 6) assuming that she was not regarded as absenting herself from her employment.

MR. JUSTICE Jack Stanislaw, holding that the petitioner's sabbatical leave must be regarded as service for purposes of tenure, wrote:

Thus, we find that under the circumstances presented in this case the petitioner continued to be employed by

respondents during her one-year leave of absence. That continued employment is made definitely apparent by the payment of salary, demonstrating compensation received by Agresti for services rendered. That being so, she must be deemed to have "served" that year of her sabbatical leave of absence. The sabbatical year, added to the preceding two years as proba-

tionary elementary school principal, completes petitioner's probationary term. Her subsequent service, for almost the full following school year, with the full knowledge and consent of, and payment by, respondents stops them now denying tenure achieved. ACCORDINGLY, THE learned Jurist confirmed the petitioner's tenure as an elementary school principal.

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HOMES AND HOUSING IN NEW YORK CITY
Wed. 8:10 P.M., \$50
ROGER STAHB, Exec. Dir., Citizens' Housing & Planning Council; Author, "The Living End—The City and Its Critics"
URBAN RENEWAL IN NEW YORK CITY
Wed. 6:00 P.M., \$24 (8 sessions)
GEORGE RAYMOND, Chairman, Dept. of City & Regional Planning, Pratt Institute

THE ARTICLES OF THE NEW YORK STATE CONSTITUTION: ISSUES AND PROBLEMS FOR THE STATE CONVENTION
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DANIEL GUTMAN, Dean, New York Law School; Member, State Commission on Revision and Simplification of the Constitution; and guest lecturers
FINANCING THE CITY OF NEW YORK
Thurs. 8:10 P.M., \$24 (8 sessions), beg. Mar. 20
JOSEPH D. MCGOLDRICK, Prof. of Political Science, Queens College; Formerly Secretary, Temporary Commission on City Finances
THE PRESS AND NEW YORK POLITICS
Thurs. 6:00 P.M., \$24 (8 sessions), beg. Mar. 30
GABE PRESSMAN, Commentator-reporter, WNBC-TV News Dept.
THE POLITICS OF POVERTY IN NEW YORK CITY
Mon. 6:00 P.M., \$24 (8 sessions)
RICHARD A. CLOWARD, Prof., Columbia University School of Social Work; Dir. of Research, Mobilization for Youth
THE POLICE AND THE COMMUNITY
Wed. 6:00 P.M., \$24 (8 sessions), beg. Apr. 5
ROBERT J. MANGUM, Director, Northeast Region, Office of Economic Opportunity; Former N.Y.C. Deputy Police Commissioner

NARCOTIC ADDICTION IN NEW YORK CITY
Mon. 6:00 P.M., \$24 (8 sessions), beg. Mar. 27
RICHARD BROTHMAN, Sociologist; Director, Division of Community Mental Health, New York Medical College

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MARCY VICTORS — Marcy State Hospital's golf team merged victorious at the annual interhospital tournament held at the Harlem Valley State Hospital. Four members of the victorious team are seen displaying Marcy State's newest trophy. They are, from the left, Roger Kane, co-captain; Dave Abraham, club pro; Jim Bilodeaum captain; and Ed Krukowski, team member. Marcy retained the trophy that has to be won three times for permanent possession.



SIGNING UP — President Joseph LaVelle accepts Mrs. Dolores Atkin's signature for a CSEA membership card. A holdout for 19 years Mrs. Atkin felt she "just had to be a member of the action chapter," better known as the Suffolk State School chapter, CSEA.



SECOND ANNIVERSARY — New officers of the Nassau County Health Dept. unit of Nassau chapter, Civil Service Employees Assn., were installed during the recent second anniversary luncheon and installation of officers. Installed were, front row, left to right: Nick Abattello, vice-president and Joyce Frantz, president. Second row, same order, are: Mary Calfapietra, secretary and Helen Richards, treasurer.

Rx For Getting High Quality Aide—More \$\$

ALBANY—A private management consulting firm has found the percent of unfilled professional positions in the State Education Department has nearly doubled in five years. The remedy: higher salaries.

This is one of the recommendations of the State Board of Regents to the 1967 Legislature.

In the report to the lawmakers, the Regents said the unfilled positions were especially serious at a time when the workload of the department has greatly increased.

Proposed Remedy

The Regents added: "As a remedy, the agents have recommended salary increases for top positions in the Department and a major reallocation upward of three or four civil service grades for classified professional positions."

The management study was made by McKinsey and Company. It also drew attention to the lack of adequate staff in the Department's Office for Higher Education Planning.

Commissioner James E. Allen and his deputy need additional staff, the report noted.

Eligibles

SR INS EXMR COMPLAINT — INSURANCE	
1 Kalmer H Bklyn	89.9
2 Hayden J Howard Beach	87.4
3 Reynolds J Bklyn	87.4
4 Fernex J NYC	86.5
5 Liebovitch H Bx	86.0
6 Gresky D Sugar Loaf	83.0
7 Barnett E Bklyn	81.9
8 Laefer J Bklyn	81.9
9 Hauer S Flushing	80.2
10 Gladstein S Bklyn	80.0
11 Howell B Hollis	80.0
12 Birnbaum M Rego Pk	79.4
13 Vernon N Greenlawn	79.2
14 Rivoli L NYC	79.2
15 Ahlers H Delmar	77.9
16 Aiken W Bx	77.4
17 Shchupsky M Bklyn	76.5

SR INS EXMR WEL FND INSUR	
1 Hampden G NYC	98.5
2 Gladstein S Bklyn	93.4
3 Mandelbaum W Bklyn	92.0
4 Kaminsky M Bklyn	90.5
5 Landau M Bklyn	82.9
6 Bulkin J Bklyn	81.8
7 Foodin M Flushing	81.1
8 Birnbaum M Rego Pk	77.9
9 Rivoli L NYC	77.7
10 Barnett E Bklyn	77.4
11 Balter A Spring Val	77.3
12 Howell B Hollis	77.0

SR INS EXMR RATES INSUR	
1 Kalmer H Bklyn	100.4
2 Gladstein S Bklyn	99.5
3 Hayden J Howard Beach	96.4
4 Carter J Staten Is	90.0
5 Donohue F Plainview	87.5
6 Vernon N Greenlawn	85.3
7 Barnett E Bklyn	84.9
8 Liebovitch H Bx	84.5
9 Clarke P Carle Pt	83.9
10 Bergens H Bklyn	83.5
11 Laefer J Bklyn	81.9
12 Birnbaum M Rego Pk	80.9
13 Reynolds J Bklyn	79.9
14 Hauer N Forest Hl	79.1
15 Howell B Hollis	78.5
16 Shchupsky M Bklyn	78.0
17 Rivoli L NYC	77.7

ENGRING. TECH PW	
1 Smith W Hornell	91.2
2 Averill R Malone	89.2
3 Anderson J Geneva	88.2
4 Booth P Schenectady	88.2
5 McCloughlin W Rensselaer	87.2
6 Piscarelli A Albany	86.9
7 Williams B Johnson City	86.2
8 Naville K Watertown	86.2
9 Baisley W Staatsburg	85.2
10 Ryan D Troy	84.5
11 Malek S Massena	83.2
12 Donnellon J NYC	83.2
13 Travers R Watertown	82.2
14 Leto J Buffalo	82.2
15 Moerline R Castleton	82.2
16 Dalota G Mechanville	81.2
17 Arcuri P Utica	81.2
18 Danpelo P Fishkill	81.2
19 Difalvio T Binghamton	81.2
20 Visco A Buffalo	80.3
21 Whalen G Harpersville	80.2
22 Drorak B Babylon	79.8
23 Young F Rochester	79.0
24 Bevens J Chaumont	76.2
25 King E N Babylon	75.2
26 Terranova J Rochester	75.2
27 Pilleworth H Rensselaer	75.1

SENIOR EMPLOYMENT COUNSELOR GS-19 — (Deaf Services)	
1 O Connell G Whittie Plai	89.6
SR LIBRARIAN TECH PROC.	
1 Weaver J Albany	88.1
2 Passy S Albany	85.2
3 Saxby R Albany	81.0
4 Amberg E Albany	80.0
5 Siple K New Baltimore	78.7
7 Kanders G Albany	76.4



ANNUAL DINNER — Rockland State Hospital chapter, Civil Service Employees Assn., membership committee members held their annual dinner at Singer's in Spring Valley. Pictured left to right are, John Pender, CSEA field representative; Rebella Eufemio, secretary of Rockland chapter; Herb Pratt, assistant business officer of the State hospital; Marie Herbold, president of Rockland chapter; and Thomas Brann, CSEA field representative in the Rockland area. Others participating were H. U. Blaisdell, business officer of Rockland State Hospital; Arnold Wolf, first vice president; Louis Melia second vice president; Edna Knightly, treasurer; and Jack Blaustein, representative of Ter Bush & Powell, who outlined insurance benefits for the State employees.

1-60th Plan Heads List Of Oyster Bay Package Of Benefits

A five-part package of benefits has been put into effect for workers in the Town of Oyster Bay.

Heading the list is a substantial increase in retirement benefits from 1/120 to the goal of 1/60th.

The township's 1967 benefits, and CSEA Field Representative Arnold Moses.

- and provide:
- 1) Fully paid hospital plan;
 - 2) Fully paid dental plan;
 - 3) Time and one-half for overtime, and
 - 4) A 5 per cent premium for incinerator night shift workers.

In another benefit, the town planned to start a five-day week for all Sanitation Department employees as soon as necessary additions to the fleet of vehicles are delivered.

The program was negotiated in conferences among town officials, Oyster Bay Town until president Beatrice Jeanson, Nassau chapter president Irving Flaumenbaum

Erie CSEA Decries Low Buffalo Police Wages

(From Leader Correspondent)

BUFFALO — Civil Service Employees Assn. representatives reminded City leaders that Buffalo ranks next to last among the State's large cities in paying police and firemen.

Joseph V. Drago, chairman of the Competitive Unit, Erie chapter, CSEA, is pushing Mayor Frank O. Sedita and the Common Council for pay raises for all city employees in the current fiscal year.

Buffalo's \$5,200 to \$6,500 range for patrolmen and firemen compares with \$6,000 to \$8,210 in Yonkers; \$5,962 to \$7,028 in Rochester, and \$5,000 to \$6,915 in Syracuse.

Albany Trails

Only Albany trails Buffalo at \$4,700 to \$5,300 but salaries there are due to be raised by \$400 a year.

"And Buffalo," Drago pointed out, "has the highest population of any of the five cities." The in-

Progressive Policy

In a statement on the benefits, Town Board Majority Leader Edward J. Poulos, said:

"This progressive policy will create a program that gives full recognition to the dedication and efficiency with which town employees perform their daily tasks in the service of the people of the town."

The benefits, he added, "were brought about by the hard work of many persons, including the Civil Service Employees Assn. representatives, the Salary Review Committee and the Town Board.

In New Post

ALBANY—Mrs. Constance E. Cook of Ithaca has been named chairman of the program committee for the Assembly Republican minority.

PASS YOUR LEADER ON TO A NON-MEMBER