

Civil Service LEADER

America's Largest Weekly for Public Employees

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Eligible Lists

See Page 16

COURT SEEN LIFTING PERB BAN AGAINST NEGOTIATIONS

Wenzl Urges Legislators To Rescue State Workers' Need For Wage Increases

ALBANY—Members of the State Legislature were urged last week to rescue State workers from the impossible situation of not being able to negotiate for benefits and to put funds into the State budget for much-needed pay raises and other benefits.

Appearing at a Joint Legislative Committee hearing on the State Budget here last week, Dr. Theodore C. Wenzl, president of the Civil Service Employees Assn., told the meeting of Assemblymen and Senators:

As president of the Civil Service Employees Assn., I am here today representing the interests of all employees of the State of New York, most of whom are members of our Association.

Despite what various surveys have determined, the salaries of State employees' are not comparable to that of their counterparts in private employment. Our salary program, which calls for a \$1,200 across-the-board pay increase, would barely bring State employees salaries up to parity with private industry.

The Federal government already has recognized the validity of full-pay comparability by guaranteeing it to Federal classified employees and postal workers by July of 1969, under the Udall Act of 1967.

But full pay comparability cannot be established for State employees by merely adjusting salaries to keep pace with the trend of wage settlements in private employment and with the increases in the Consumer Price Index.

One of the best measures of comparability is by comparing the mean salary of State employees to the mean earnings of private industry employees. And that is what we have done.

(Continued on Page 14)

CSEA Wins Vacation Period Choice For Printing Plant Aides

ALBANY—Employees of the printing plant at the Education Department should no longer be forced to take their vacations in a specified vacation period, the Grievance Appeals Board has recommended.

The board last week responded to a grievance filed by the Civil Service Employees Assn. on behalf of 26 employees at the plant, who complained that the department's policy to close the plant for two-week periods starting with the first Monday after the second pay day in July, initiated last year, took away the employees' right to schedule vacations when they wanted them.

In a decision signed by board

chairman Wm. J. Isaacson and board members Samuel M. Hesson and Robert Doscher, the board cited the preamble to the Attendance Rule for State Agencies, which states: "The purpose of these rules is to insure equitable treatment of employees . . ."

Although the board agreed with the department's allegation that

(Continued on Page 14)

Senator Flynn Joins Committee On Taylor Law

ALBANY—The Leader has learned that State Senator John E. Flynn (R-Yonkers), who as chairman of the Senate Civil Service Committee is sponsoring three Civil Service Employees Assn. bills in the Senate this year, has been appointed a member of the Governor's select joint legislative committee to study the Taylor Law. The committee is charged with suggesting changes in the cumbersome law, which took effect in September 1967.

Senator Flynn, a former Mayor (Continued on Page 14)



AMICABLE SETTLEMENT — After settling two pending grievances at Suffolk State School, officials relax in harmony. From left are: school director Dr. Oleh Wolansky; Civil Service Employees Assn. chapter president Gus Manzel; special Long Island mental hygiene field representative Nicholas Pollicino, and the school personnel director, Arnold Kane. Conference gained assurance of permanent status for one employee and review of reclassification appeal for another.

Dr. Wenzl Demands Talks Be Resumed Immediately

ALBANY—Interpreting an order of the Appellate Division of the Supreme Court to mean that a stay against negotiations with the Rockefeller Administration has been temporarily lifted, the Civil Service Employees Assn. last week demanded immediate resumption of contract talks.

The Appellate Division has not rendered a final decision on arguments by CSEA against five bargaining units ordered by the State Public Employment Relations Board but appears to have issued an interim ruling which puts aside PERB's order to Governor Rockefeller not to negotiate with the Employees Association. The court's decision on all the issues involved could come any day.

In the meantime, Dr. Theodore C. Wenzl, CSEA president, has taken the position that there is no legal restraint now on the Governor in resuming negotiations with the Employees Association. At stake are a salary

increase for State workers, a 25-year pension plan and numerous fringe benefits. At Leader press (Continued on Page 3)

Metro Conference Sets Legislative Luncheon March 1

Legislators from throughout the New York City Metropolitan Area are scheduled to attend the annual legislative luncheon of the Metropolitan New York Conference, Civil Service Employees Assn., on Saturday, March 1, at Gasner's Restaurant, 76 Duane St., Manhattan.

Randolph V. Jacobs, conference president, in announcing the meeting, noted "It is of the utmost importance that the Legislators be briefed and informed of the dire needs of State employees regarding salary and retirement benefits." Continuing, Jacobs said: "Recent publicity concerning the \$6,000 minimum salary for New York City employees makes the four percent increase offered State employees totally inadequate. The Governor has broken off negotiations and the Legislature should now assume and discharge its responsibility to the just demands of State employees."

In Assembly

Stein Sponsors CSEA's Welfare Fund Measure

At the request of the Civil Service Employees Assn., Assemblyman Andrew Stein (D-Manhattan) has introduced a bill in the Assembly that would provide all State employees with a \$150 welfare fund annually to be administered by the Employees Association.

The measure was co-sponsored in the Senate by Sen. John Flynn (R-Yonkers), chairman of the Senate Civil Service Committee.

The Stein bill would accomplish a long-sought goal of the Employees Association, which was bargaining for a welfare fund with the Rockefeller Administration when negotiations were called off as the result of a stay order from the Public Employment Relations Board.

The legislation would permit the State to create a welfare fund to be used to improve health plan coverage by developing optical, dental and drug plans for State workers. The measure would be permissive in political subdivisions.

Print numbers for the legislation are Assembly 4605 and Senate 3075.

Don't
Repeat This!
For GOP In 1970

Duryea's Prospects For Gubernatorial Race Getting Hotter

MANY, among professional politicians throughout the State, scoff at Governor Rockefeller's assertions that he will run for a fourth term in 1970. With Rockefeller's White (Continued on Page 12)

Sr. Laundry Worker

A list of 22 eligibles for promotion to senior laundry worker (women) was established from exam 7542, effective Feb. 3, 1969.

A similar promotion list of 12 eligibles for senior laundry worker (men) was established from the same test.

Info. Dir. At \$17,500

The position of director of information and research has just been established (in the Office of Collective Bargaining) and will pay a maximum salary of \$17,500 per year.

The position will be excluded from the City's Career and Salary Plan.

231 Asst. Stockmen Jobs; Laundry Positions, Too

The City needs a substantial number of male laundry workers, housing supply men and asst. stockmen. There are no special requirements for these jobs other than the physical exam.

The laundry job pays \$4,350 to \$5,830 a year; the other two begin at \$5,200, but the asst. stockman will rise to \$5,500 on July 1 on this year.

There are 231 of the latter jobs and opportunity for promotion to stockman—\$6,100 to \$8,651.

Men may apply for the laundry job (there is a separate list for women on other laundry positions), at the City's Personnel Office at 49 Thomas St., N.Y.C., from 9:00 a.m. to 5:00 p.m., Monday to Friday and 9:00 to 12 noon on Saturdays.

A competitive physical and medical test will be given at time of application and successful candidates put on the job list.

Applications will be received up to June 17.

Stock And Housing Jobs

The deadline for applications for the positions of asst. stockman and housing supply man will be March 11, with a written test to be tentatively on March 29.

The written test will be of a very general nature and be the same for both jobs. Formerly there was a separate test for each position. The change is expected to be helpful to the candidates as well as simplifying the red tape of City procedures.

The asst. stockman must store and care for materials, equipment and supplies in various agencies. And the housing supply man does approximately the same thing in

housing projects for the Housing Authority.

There are no special experience requirements for any of the three positions.

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+ Rome & Florence —

March 28 to April 6—Hotels, Sightseeing, etc. \$349 (Air Fare Only—\$239). Write Irving Flaumenbaum, 25 Buchanan St., Freeport, N.Y., Telephone (516) 868-7715.

S. S. Regina Cruise —

April 4 to 11—Jet to Aruba via KLM—cruise to Antigua, Guadeloupe, St. Lucia, Grenada and La Gauria. From \$281. Write Miss Gulli Theen, Civil Service Travel Club, 1212 Sixth Ave., New York, N.Y. Telephone (212) PLaza 7-5400.

+ Puerto Rico —

April 4—Nine Days—Jet, Hotel Rooms—Only \$253. Write Foster Potter, Dept. Agriculture & Markets, Albany, N.Y., 12226. Telephone (518) 457-2747; evenings call (518) 438-4009.

+ Grand Bahamas —

April 4—Eight Days—Jet, Hotel Rooms, Deluxe Meals—Only \$253. Write Sam Emmett, 1060 East 28th St., Brooklyn, N.Y. Telephone (212) 253-4488 after 5 p.m.

Alaska & Candian Rockies —

May 28 for 21 days. Includes boat trip part way to Alaska and features Fairbanks, McKinley Park and Anchorage in Alaska, and British Columbia, Jasper, Lake Louise and Banff in the Canadian Rockies. Only \$1,098. Write Miss Deloras Fussell, 111 Winthrop Ave., Albany, N.Y., 12203. Telephone evenings (518) IV 2-3597.

+ London Memorial Day Jaunt —

May 27 to June 1—via Air India—hotel rooms, continental breakfast, sightseeing, all for only \$229. Write to Irving Flaumenbaum. (See Rome trip).

+ Bahamas Memorial Day Jaunt —

Five Days—May 28—jet, hotel rooms, deluxe breakfast and supper—only \$169. Write Sam Emmett. (See Bahama trip above.)

Hawaii And The Golden West —

July 26 to Aug. 9—Waikiki, San Francisco, Los Angeles, lowest price yet, only \$449 via United and Pan American Airlines. Upstate write John Hennessey, 276 Moore Ave., Kenmore, N.Y., Telephone (716) TF 2-4966. Metropolitan New York area, Mrs. Julia Duffy, Box 43, West Brentwood, Long Island, N.Y. Telephone (516) 273-8633.

+ Scandanavia —

July 18 for 17 days—via Pan American—hotels, most meals, sightseeing, visiting Copenhagen, Stockholm, Oslo, the Norwegian fjords, etc. A few seats still available. Only \$696. Upstate write Miss Celeste Rosenkranz, 50 South Pierce St., Telephone (716) 823-3929. New York area, write to Sam Emmett.

To Be Announced —

An exciting, low-cost summer program of trips to the Caribbean and Europe. Details will appear around March 15 in this newspaper.

*Open only to Civil Service Employees Assn. members and their immediate families.

Travel Arrangements By Knickerbocker Travel Service, Inc., 1212 Sixth Ave, New York, N.Y.



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CSEA Dumps Teamsters In Brentwood Representation

(Special To The Leader)

BRENTWOOD—A long representation dispute between the Teamsters and the Brentwood chapter of the Civil Service Employees Assn. has been resolved in CSEA's favor by the State Public Employment Relations Board. PERB's decision, handed down late last month, upholds CSEA as the sole bargaining agent for clerical and secretarial employees of the Union Free School District No. 12 in Brentwood.

The complicated history of the representation battle began in December, 1967, when District 12 recognized CSEA as negotiating representative for a unit consisting of all non-professional employees, excluding clerical and secretarial employees.

About a week later, the Teamsters requested that they be recognized as representatives for a unit of all non-professional employees. The Teamsters then met with District 12 spokesmen, who promised that an election would be held on Jan. 16, 1968, to designate the negotiating representative for a unit consisting of clerical and secretarial employees.

The Teamsters did not participate in this election. Instead, the competing employee organizations were CSEA and the Brentwood Educational Secretarial Assn. CSEA won this election by a majority vote and was recognized by District 12 as the bargaining representative for clerical and secretarial workers.

In January, 1968, Teamsters demanded recognition as negotiating representative for a unit of "non-professional and non-clerical employees." When District 12 reiterated that CSEA had won the election, the Teamsters filed a petition with PERB asking to represent all District 12 employees "other than teaching and clerical personnel." Then on July 1, 1968, the Teamsters requested withdrawal of this petition. Paul E. Klein, PERB's director of representation, approved that request on July 3, 1968.

Meanwhile, on March 19, 1968, District 12, the Teamsters and CSEA had agreed to an election to be conducted under the auspices of the Suffolk County Department of Labor, to choose a negotiating representative for a unit of non-professional employees excluding clerical and secretarial workers. The Teamsters won this election. In May, 1968, District 12 published in the Long Island Press

a notice of the election results and referred specifically to the prior recognition of CSEA to represent "all clerical employees who have been recognized under prior resolution dated Jan. 16, 1968."

The Teamsters tried to get themselves certified and CSEA decertified as representative for the unit of clerical and secretarial employees on July 5, 1968, on the grounds that District 12 had not published notice of the recognition after the Jan. 16 election. PERB did not go along with this because of the May notice, and upheld CSEA as the negotiating representative for the unit.

CSEA Protesting Ray Brook Closing

(Special To The Leader)

RAY BROOK — Theodore C. Wenzl, president of the Civil Service Employees Assn., has protested to Governor Rockefeller the planned closing of Ray Brook State Hospital, a tuberculosis center, on behalf of CSEA's 170 members employed there.

Rockefeller has said he plans to close the hospital because of the decline in the number of tubercular patients. The Governor suggested that Ray Brook might be used for a Mental Hygiene institution, a community college or a narcotics treatment facility.

Wenzl told the governor that unless Ray Brook becomes a Mental Hygiene institution or similar type facility, the State is going to lose many trained employees whose services could not be utilized at a community college or narcotic treatment center. The CSEA leader urged that Ray Brook be converted to a Mental Hygiene institution so that the valuable employees there could be retained.

Wenzl cited the "hardship to the trained personnel of the institution who have devoted years of faithful service to the State and to patients treated there" and the "economic blow to the community" which would result from the hospital's closing.

"It is certainly not economical

Mental Hygiene Comm. Meeting Asked In March

ALBANY—In order to air the grievances of Mental Hygiene employees, the Civil Service Employees Assn. has asked Commissioner Alan D. Miller for a face-to-face meeting with the Association's Special Mental Hygiene Committee in March.

CSEA program specialist Mrs. Mary Blair told The Leader that the committee is asking all Mental Hygiene employees to help plan the agenda for the meeting by telling CSEA what their work complaints are.

Mental Hygiene presidents will collect special "gripe" sheets, which will be distributed by CSEA to all Mental Hygiene employees within the month, or they may be sent to Mrs. Blair at CSEA headquarters, 3 Elk St., Albany, N.Y. 12207.

Nassau Chap. Signs One-Year Contract

(From Leader Correspondent)

MINEOLA — The 12,000 employees of Nassau County are now covered by their first formal, written contract—one providing wage and benefit boosts amounting to 11 to 20 percent this year.

The agreement was signed recently by Irving Flaumenbaum, president of the Nassau chapter, Civil Service Employees Assn., and County Executive Eugene H. Nickerson.

"Preparations are already being made for next year's program," Flaumenbaum revealed, and negotiations will start in late summer. "Meanwhile, this contract represents solid gains achieved while operating under the law," Flaumenbaum added.

The pact provides a seven and one-half percent across-the-board pay boost, with a minimum of \$600 and proportional boosts for hourly-rated employees. Together with a score of major increases in other benefits, the pact gives employees boosts of from 11 to 20 percent in their earnings.

The contract was the first binding document signed in Nassau under the Taylor law. Last year an agreement and gains were negotiated informally while delays in the formation of Nassau's local

Public Employment Relations Board blocked full implementation of the procedures of the law.

Court Lifts PERB Ban

(Continued from Page 1)

time, CSEA delegates were preparing to meet in Albany on Feb. 17 to map action for accomplishing these goals.

Dr. Wenzl's letter to the Governor reads:

"Last Friday the Appellate Division stayed enforcement of the determination and order of the Public Employment Relations Board relating respectively to the establishment of five negotiating units among an undetermined number of the employees in the general unit previously defined as appropriate by you and a stay of negotiations between CSEA and the State for all employees in the general unit.

"As we argued in the Appellate Division, it is absolutely essential that negotiations resume immediately in order that State employees be represented in bilateral determinations of their terms and conditions of employment before the adjournment of the current legislative session.

"We demand, accordingly, the immediate resumption of negotiations and ask that a date be set for commencement of bargaining on all matters relating to the terms and conditions of employment of employees in the general unit."

Garden City CSEA Signs 2-Year Pact

(From Leader Correspondent)

MINEOLA — A fifteen-to-twenty percent pay boost tops benefits under a two-year contract for the Village of Garden City unit of the Nassau chapter, Civil Service Employees Assn.

The agreement was labeled "the best so far" for the village's 230 employees by Nassau chapter president Irving Flaumenbaum. He asserted the pact, covering the largest village unit on Long Island, "serves as a barometer" for negotiations in other jurisdictions.

The agreement, ratified by members Jan. 22, gives five percent pay boosts June 1 and December 1 this year and June 1, 1970. The last boost will be greater if the cost of living rises more than five percent.

In addition, another five percent boost goes to laborers, caretakers, watchmen, incinerator plant attendants and clerks.

The contract also provides full cost of statewide hospital plan, vacation pay issued before vacation, increased longevity increment to \$400, four weeks vacation after 10 years, 1/60th retirement retroactive to 1938 and increased shift differential to 15 cents an hour.

Cattaraugus CSEA Chapter Granted Exclusive Checkoff

OLEAN—The Cattaraugus County of Supervisors this week voted to restrict the dues checkoff to the Civil Service Employees Assn. unit that represents the five hundred county workers.

The vote defeated a move by a rival union, Local 1304, American Federation of State, County & Municipal Employees (AFL-CIO), which is attempting to unseat the CSEA as the bargaining unit.

The Board of Supervisors on May 8, 1968 designated the CSEA as the bargainer under the Taylor Law and the decision has been upheld by the State Public Employment Relations Board.

Gowanda Workers Strong For CSEA

(From Leader Correspondent)

BUFFALO—Neil V. Cummings, president of Erie chapter, Civil Service Employees Assn., said today that the chapter has signed membership cards from 28 of the 31 workers employed by the Village of Gowanda in Erie County.

Cummings requested that the Village Board recognize the CSEA chapter as the bargaining agent under the Taylor Law. He also sought a date for the opening of talks on an initial contract to cover the employees.

Tri-Conference Workshop Set

KERHONKSEN—May 25, 26 and 27 have been set for a tri-conference workshop to be held at the Granit Hotel here. Sponsors are the Metropolitan, Southern and Long Island Conferences, headed by Randolph Jacobs, Nick Puzifferri and George Koch.

Erie Health Unit Installs Officers

(SPECIAL TO THE LEADER)

BUFFALO — Mrs. Ruth Werner took office recently as president of the Erie County Health unit of the Civil Service Employees Assn. at a meeting at Casimer Pulaski Post in Buffalo.

Other new officers sworn in by Charles Guarino, vice-president of the Erie County Social Services unit, were Mrs. Rosemarie McBurney, vice-president; Mrs. Patricia Gold, treasurer; and Mrs. Dorothy Carlo, secretary.

At the same meeting, Guarino reported on the progress of the Erie County CEA's negotiations with county officials.

The new president announced that meetings of the Health unit will take place on the fourth Tuesday of each month at Pulaski Post. The general meeting of Erie County chapter is held there on the third Wednesday of each month.

CSEA School Program

The high school equivalency program started at Rockland State Hospital by the Civil Service Employees Assn. has spread to Buffalo State Hospital. Jerry Large, children's unit, is teaching the course at Buffalo.

Buffalo Nominations

The Buffalo State Hospital chapter, Civil Service Employees Assn., will nominate officers for the coming year at their March 12 meeting, according to chapter president Wesley Demmon.



RETIRING from Fire Department at Hampton Bays were Joseph Franski of Watermill with 40 years service; Arthur Press of Southampton with 25; Raymond Sandford of Bridgehampton with 35; and George L. King, Sr. of Southampton with 26. Here they are receiving plaques from Southampton Town CSEA president, Michael Zarro, at a buffet dinner on Dec. 5.

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Many Openings For Asst. Bldg. Custodians

There are a good number of openings for the position of asst. building custodian in New York City, at \$5,750 a year to start, with increments to \$7,190. More openings are expected during the year, and the job carries with it the promotional opportunity to the \$6,400 to \$8,200 a year building custodian.

A written test is to be held on May 24, 1969, but applications must all be in by Feb. 25.

Application blanks are obtainable free at the New York City Department of Personnel, 49 Thomas St., New York, N.Y. 10013 from 9:00 to 5:00 daily and 9:00 a.m. to 12 noon Saturdays.

Minimum requirements are: graduation from elementary school and three years of full-time experience in cleaning and maintaining a building, or a satisfactory equivalent.

The asst. building custodian is responsible for the cleanliness and maintenance of moderately-sized public buildings entailing supervision of a number of custodial employees performing such tasks as sweeping, dusting, mopping, polishing, waxing, gathering and disposing of refuse; operating elevators; cleaning walks and snow removal; and maintaining lawns and shrubs. He provides heat by means of a low pressure heating system, inspects building and grounds to note general condition, necessity for repairs, etc.

He must, under general supervision, perform work of ordinary difficulty and responsibility in supervising the cleaning, maintaining and enforcing of safety requirements in one or more moderately-sized public buildings other than schools and colleges.

The written test, with a weight of 50, requires a passing mark of 70 percent. The oral test also has a weight of 50, with a 70 percent passing mark.

LEGAL NOTICE

Substance of Cert. of Ltd. Partnership duly executed by all the partners and filed in the N.Y. Co. Clk's Office, Feb. 10, 1968. Name and location of partnership is Shroder-Ocean Blvd. Associates, Sarasota, Florida. Business: Construction of an apartment building in Sarasota, Florida, with an office c/o McLaughlin & Stern, 444 Madison Ave., NYC, and the operation and management thereof. General Partners and their residence are Millard Shroder, 1192 Park Ave., NYC, who is also a limited partner, William Shroder, 4857 Primrose Path, Sarasota, Fla., who has each contributed \$1,000. Limited Partners, their residence and cash contributions are Joshua A. Rothstein, 66 Sheldrake Rd., Scarsdale, NY, \$10,000, Jacob Perlow, 247 E. 72d St., NYC, \$27,500, Millard Shroder, \$3500, Willi Schloessinger and Elisabeth Schloessinger, 2147 3d Ave., NYC, each \$2500, Ezra J. Regen, 3432 Dante Dr., Sarasota, Fla., \$1500, Henry Steckel and Hilda Steckel, 18 Station Rd., Great Neck, N.Y., each \$1250. Term of partnership from date of acquisition until Dec. 31, 2010, subject however, to earlier termination upon disposition of the entire interest of partnership in the premises owned by it, or the decision of the General Partners, and the death, retirement, or adjudication of bankruptcy, insanity or incompetency of any of the General Partners, unless the partnership shall continue as provided in Partnership Agreement. No other property is contributed by the General and Limited Partners. No additional contributions are agreed to be made by the Limited Partners. The times when contributions of each Partner is to be returned are (a) Upon the refinancing of any mortgage on the premises of the partnership, the net proceeds therefrom in excess of the then remaining principal balance of the mortgage prior to such refinancing, in the order of priority and proportion as set forth in Limited Partnership Agreement. (b) At any time at the sole discretion of the General Partners, in proportion to their original contribution to the capital of the limited partnership. The net cash receipts of the limited partnership shall be distributed in each fiscal year of the partnership among all Partners General and Limited, and the holders of the Notes of the partnership as set forth in Limited Partnership Agreement. Limited Partners each agree to advance to the partnership, from time to time, moneys of the partnership on notice from either of the General Partners (not in excess of the sum of \$400,000) in proportion to their respective original contribution. If any partner shall not advance his share of such additional moneys with 15 days after notice by either of the General Partners, then and in that event, (a) the balance of the advances of such partner required to be made pursuant to this paragraph shall become immediately due and payable in an amount equal to the product of \$400,000 and a fraction, the numerator of which shall be the original contribution of such partner, and the denominator of which shall be \$50,000, less any sums therefore paid by such partner; and (b) the original contribution of the partner not so advancing his share of such additional moneys shall be decreased by an amount equal to 50% of the amount of such partner shall be required to advance. There is no right given to one or more of the Limited Partners to priority over other Limited Partners as to contributions or as to compensation by way of income. The remaining General Partner or Partners are obligated to continue the business for the balance of the term of the partnership on death, retirement or insanity of a General Partner.

Where to Apply For Public Jobs

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

CITY

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

Applications: Filing Period — Applications issued and received Monday through Friday from 9 a.m. to 5 p.m., except Thursday from 8:30 a.m. to 5:30 p.m., and Saturday from 9 a.m. to 12 noon.

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

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

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

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

STATE

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

After 5 p.m. telephone, (212) 488-3767, give the job title in which you are interested, plus your name and address.

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

FEDERAL

FEDERAL — Second US Civil Service Region Office, Federal Bldg., Federal Plaza at Duane St. and Broadway, New York, N.Y. 10007. Take the IRT Lexington Ave. Line to City Hall and walk two blocks north, or take any other train to Chambers St. or Broadway Stations.

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

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

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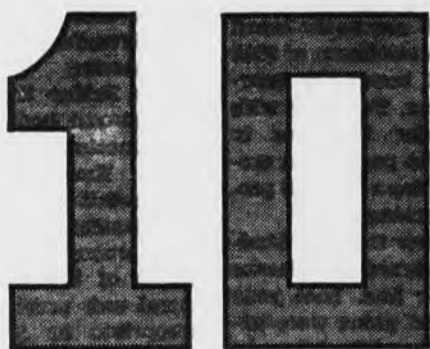
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P.S. If you have the insurance, why not take a few minutes and explain it to a new employee.

Named Trustee

ALBANY—David C. White of a term ending in December, 1972. White of Queens County has been named a trustee for the State Savings and Loan Insurance Fund for his service. He is president of Eagle Insurance Company Inc.

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Salary is \$8,150 to \$10,100 a year. Test is to be held May 10 and filing period goes from March 4 to March 25. Applications may be obtained from Department of Personnel at 49 Thomas St., New York, N.Y. 10013.

Candidates must have a bachelor's degree in chemistry, biology, bacteriology, physics, chemical engineering, or sanitary engineering; plus one year of experience in the inspection of food-stuffs or sanitary facilities with a governmental agency or large industrial organization or certain equivalents explained in the an-

Gard Punch Operator For The Coast Guard

The Coast Guard Supply Center is recruiting to fill a card punch operator position. The job starts at \$4,231 or \$4,600 a year, depending on qualifications.

Applicants who have Federal civil service status may be eligible for reinstatement. Those without status will be required to pass a qualifying examination.

Interested applicants may report to the Civilian Personnel Branch of the Supply Center at 30th St. and 3rd Ave, Brooklyn, N.Y. or may call STerling 8-5000, extension 204 and ask for Mr. Dloss. An interview will be scheduled at their convenience.

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There will also be a qualifying medical test.

On Safety Board

ALBANY — William Atkiss of East Greenbush has been named to the State Fire Safety Advisory Board. He is fire chief for the Watervliet Arsenal.

Auburn Credit Union

Officers of the Auburn Prison Employees' Federal Credit Union were elected at the annual meeting last month.

The new leaders are:

Francis D. Alexander, president; Louis A. Lee, vice-president; Louis Chomyk, secretary - treasurer; John N. Miskell and Martin R. Kinary, directors.

The Credit Committee will be Henry J. White, chairman; Raymond E. Newman and Richard N. Boedicker. The Supervisory Committee will consist of: Joseph O. Hemans, chairman; Andrew J. Bratek and James D. Kirwan.

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TUESDAY, FEBRUARY 18, 1969

Rockefeller's Chance

GOVERNOR Rockefeller now is being offered the best possible way out of the growing storm between his administration and State workers, as represented by the Civil Service Employees Assn., and that is the chance to get back to the bargaining table.

To date, the Governor has chosen to obey a stay against negotiations with the CSEA, ordered by the Public Employment Relations Board. But the Appellate Division of the State Supreme Court has lifted that ban while it considers arguments of the Employees Association against numerous bargaining units ordered by PERB in State employment.

The Governor should be most anxious to reconvene these talks with CSEA representatives. Further delays could harm State workers immeasurably should they be protracted beyond the current session of the Legislature. After all, a good many of the bargainable issues were already settled with CSEA and agreements on a wage increase and a better retirement system could certainly be worked out before the Senate and Assembly go home.

Last and by no means least the current court order gives the Governor an opportunity to prove to State workers that he is still the friend of civil service workers that he was in past years.

Associate Degree In Government Offered

The Borough of Manhattan Community College is offering an associate degree program in government administration through the Evening and Continuing Education Division of the College.

The program was inaugurated in September, 1968, for a pilot group of 35 Federal employees. Its success has prompted the college to open the program to the 120,000 Federal employees in the metropolitan area. The general public will be invited to enroll in the Spring Semester which begins Feb. 5 and continues through May 29. All courses offered in the program will be made available during evening hours for the convenience of daytime workers.

Students who plan to earn the associate degree in the program will be required to complete the college's basic (core) program requirements plus eight specialized Federal courses. The Federal courses will include Seminar in Labor Relations, Federal Personnel Management, Federal Financial Management, Administrative Practices and Techniques, Federal Procurement, Supply, and Facilities Management, Law for the Federal Administrator, Federal Government Organization and Operation, and Urban Planning.

The program as developed by Manhattan Community College

has been commended by John W. Macy, Jr., Chairman of the U.S. Civil Service Commission. The New York Federal Executive Board is making detailed information on the courses available to Federal employees. According to Dr. Arnold Solnick, Dean of Evening and Continuing Education Division, "This program was originally designed to assist Federal employees attain personal fulfillment and improve their career opportunities. As it will also be of inestimable value to those seeking careers in the Federal service, the general public is also being invited to register and attend.

Applicants must be high school graduates or holders of a high school equivalency diploma. They will be accepted on a first-come, first-served basis although Federal employees will be given priority. When all available spaces are filled, no additional registrants will be accepted. Information and applications may be obtained from the Office of Evening and Continuing Education at the College, Telephone 262-3512."

Manhattan Community College, the youngest of the two-year colleges in the City University, is located at 134 West 51st Street and at 799 Seventh Avenue.

LETTERS TO THE EDITOR Urges Teacher Veterans' Credit

Editor, The Leader:

At the present time New York City teachers who served during World War II or the Korean conflict before they became teachers do not receive pension credit for this military service. However, teachers outside New York City and teachers who served in World War I do receive pension credit for their service.

To correct this unfairness, legislation has been introduced in Albany to enable teacher-veterans in New York City to contribute to the Retirement System the amount of money that they would have had to pay and thus receive pension credit for their three or four years of military service. Support for this legislation, Calandra S. 1379 and Steingut A. 823, can best be expressed by letters or wires by individuals and organizations to Senator John J. Marchi, Chairman of the New York City Committee of the State Senate, and to Assemblyman Edward J. Amann, Chairman of the New York City Committee of the State Assembly. Copies to the Governor and to your own representatives in Albany would help bring the bill out of committee to the Legislature for consideration and approval.

Teachers, veterans, supporters of a strong Civil Service, and proponents of fair play generally are urged to support this simple act of justice.

Sincerely yours,
FRANK I. FINNELL
Bayside High School
Bayside, New York

Civil Service Television

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

Sunday, February 23

10:30 p.m. (color)—With Mayor Lindsay—weekly reports presented in cooperation with WNEW-TV.

Monday, February 24

3:00 p.m.—Return to Nursing—"Legal Aspects of Nursing." Program 23 of a refresher course for nurses.

4:00 p.m.—Around the Clock—"Gambling Enforcement Review." New York Police Academy series for in-service training.

7:30 p.m.—On the Job—"Siamese and Gates." New York City Fire Department training series.

9:00 p.m.—New York Report (press conference) — Lester Smith hosts interviews between City officials and visiting newsmen. Presented in cooperation with WOR-TV.

Tuesday, February 25

4:00 p.m.—Around the Clock—"Gambling Enforcement Review." New York Police Academy series for in-service training.

Wednesday, February 26

3:00 p.m.—Return to Nursing—"The Nurse and New Equipment." Program 24 of a refresher course for nurses.

4:00 p.m.—Around the Clock—"Gambling Enforcement Review." New York Police Acad-

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.")

Mandatory Retirement

AMENDMENT IN June, 1968, of the laws relating to retirement of New York City employees creates an optional career plan with mandatory retirement at age 65. Under the old plan, mandatory retirement is not until age 70. However, there are substantial economic advantages to induce choice of the new plan.

THE NEW PLAN requires the City Civil Service Commission to promulgate a list of positions with mandatory retirement age deferred until age 70. The positions are to be selected on the basis of advantage to the public service.

THE DUTY thus assigned to the Commission places a burden upon it of enormous magnitude. Relying upon data received from employees' organizations, the Commission's considered conclusion was that there is not a single position title the incumbents of which should be permitted to remain in public service until age 70.

PROCEEDING for judicial review of the Commission's determination were brought in *Matter of Nusbaum* (New York Law Journal, February 6, 1969, page 2). The petitioner, a law assistant of the New York Courts, sought an order directing the Commission to make a fuller study as to titles of positions it would be in the public interest to assign the higher mandatory retirement age.

JUSTICE ALFRED M. Ascione agreed with the petitioner that the determination of titles eligible for extension of service "cannot be made in a cavalier manner." The jurist enumerated approaches not adopted by the Commission which apparently were indicated to reach a valid conclusion. The Commission did not hold hearings, retain professional consultants, or seek guidance with respect to employees of the Court system from the Administrative Board of the Judicial Conference. Accordingly, the jurist held that the conclusion was not warranted that the Commission exercised their judgment rationally, upon creditable evidence and in other than an arbitrary and capricious manner.

THE EXERCISE of administrative discretion is not unfettered. A determination by the Commission must be the product of an advised conclusion. The failure to secure guidance from the Administrative Board of the Judicial Conference points to the Commission's arbitrariness particularly since the Administration Board is vested with responsibility for the administrative supervision of the Court system.

THE COMMISSION noted that retirement age may always be extended beyond 65 by yearly extensions up to five years. However, as stated by Justice Ascione, such extensions are not automatic. They require approval by the agency head and are subject to final review by the Board of Estimate.

THE COMMISSIONER further noted that it may always amend its determinations with respect to position titles for which a mandatory retirement age of 70 is advantageous. However, as Justice Ascione reasoned, the Commission's determination as it affects an employee about to reach the mandatory retirement age is beyond amendment. As to such employee, the existing determination is final. The Commission's power to amend its determinations as to positions warranting the later retirement age should be exercised as facts affecting job titles change.

IN ANY EVENT, an employee's choice of retirement plan is vitally affected by the Commission's decision whether to permit incumbents to remain in City service till age 70. In the circumstances, the Commission's contention that its determination is not final must be rejected.

ACCORDINGLY, THE Court annulled the Commission's determination and remanded the matter to the Commission for its further action consonant with the Court's opinion.

emy series for in-service training.

7:30 p.m.—On the Job—"Siamese and Gates." New York City Fire Department training series.

Thursday, February 27

4:00 p.m.—Around the Clock—"Gambling Enforcement Review." New York Police Academy series for in-service training.

7:30 p.m.—On the Job—"Unversal Summons." New York City

Fire Department training series.

Friday, February 28

10:00 a.m. (live)—Staff Meeting On The Air—Officials in New York City's Department of Social Services answer phoned-in inquiries from the offices in the field.

4:00 p.m.—Around the Clock—"Gambling Enforcement Review." New York Police Academy series for in-service training.

No Pre-Filing For Sergeant

There are three police promotion jobs open, with the written exam scheduled for April 12. No previous filing is required and formal application is made at the actual test.

Test No. 8526, promotion to housing sergeant; Test 8527, promotion to transit police sergeant; and test 8528, promotion to sergeant in the Police Department are the exams to be held.

Cards of admission to the tests will be distributed to all policemen, policewomen and housing patrolmen.

The regular police sergeant's written test is weighted at 60 with the passing mark determined by the rate achieved by candidate who ranks 600th in the results. Performance and seniority are weighted at 40, with 75 percent required.

For housing sergeant, seniority is weighted at 15, 70 percent required; performance weighted 15, with 75 percent required; and written test weighted 70, with passing mark determined by status of candidate who rates 40th.

Transit police sergeant test has same rules as regular sergeant.

Non-Lawyer Judges' Clerks Win Equal Pay

Clerks to Justices of the State Supreme Court who are not lawyers are entitled to the same wage increases as those who have passed the bar exam or graduated from law school.

So ruled Supreme Court Judge Charles Marks last week as he also gave an interpretation that each Justice of the State Supreme Court has the right to appoint his own clerk.

The case arose from an attempt to withhold a statutory salary increase from those clerks who were not lawyers.

A rule has been adopted by the Judicial Conference that Clerks to Justices shall be lawyers or law school graduates in the future. This, however, cannot apply retroactively to non-lawyers already serving in this capacity

Mulligan Named

Governor Rockefeller recently announced the appointment of Dean William Hughes Mulligan, Bronxville, as a member of the Advisory Council on Labor and Management Improper Practices Act for a term ending March 31, 1971.

The answer is YES!

Your relatives or friends over 65 can join H.I.P.-Medicare, even if they were never in H.I.P. before.



Under this nationally-praised program, H.I.P. benefits round out Medicare Part B benefits. This means that elderly New Yorkers can enjoy a greater degree of protection than can be found anywhere else in the country.

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We will send information without obligation to interested friends or relatives. List their names and addresses and mail the coupon below to H.I.P.-Medicare, 625 Madison Avenue, New York, New York 10022.



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Laverne Named To Committee On Taylor Law

(From Leader Correspondent)

ROCHESTER—State Sen. Thomas Laverne, Rochester Republican, has been named chairman of a new Joint Legislative Committee on Public Employee Relations to review the Taylor Law.

The law forbids strikes by public employees.

The appointment and the formation of the committee were announced by Senate Majority Leader Earl W. Brydges and Assembly Speaker Perry B. Duryea, Jr.

Laverne has been chairman of the Senate Standing Committee on Labor and Industry since 1963.

In a statement on Laverne's appointment, Duryea and Brydges said:

"Public employee relations on both the state and local level continue to be one of the most challenging problems facing the Legislature. While the Taylor Law has been on the statute books less than two years, recent conditions, including but not limited to the New York City teachers' strikes, clearly call for an immediate re-evaluation of its effectiveness as a strike deterrent.

"The new legislative committee will consider all aspects of the situation, including recommendations suggested by the Rockefeller administration, and will hand up a report in time for probable action at the 1969 legislative session."

Electronics Man For West Point

The U.S. Military Academy at West Point is looking for an electronics equipment repairer capable of installing and repairing communications equipment such as TV receivers, cable TV systems and public address systems. The positions pay \$3.33 per hour to start and requires three years of experience. Applications will be received until Feb. 25, 1969.

Further information can be obtained from the Federal Job Information Center at 26 Federal Plaza, New York, New York 10007 and from the main post offices in Brooklyn, the Bronx, Jamaica, Hempstead, Middletown, Newburgh, New Rochelle, Patchogue, Peekskill, Poughkeepsie, Riverhead, Yonkers and the St. George Station on Staten Island.

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Just recently a medical and qualifying physical examination was taken by 200 candidates for deputy sheriff.

LEGAL NOTICE

SUPREME COURT OF THE STATE OF NEW YORK, COUNTY OF NEW YORK. JOSEPH LAHUTA, Plaintiff, against JOSEPH LAHUTA, Defendant. Index No. 10436/1969. Plaintiff resides at 447 E. 18th St., New York, N.Y., and designates New York County as place of trial. **SUMMONS — ACTION FOR ABSOLUTE DIVORCE.**

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

Dated: New York, New York December 16, 1968
SIDNEY KRAFT
Attorney for Plaintiff
Office & Post Office Address
209 Broadway
New York, New York 10007
BE 3-6997.

To: JOSEPH LAHUTA, the above named defendant:

The foregoing summons is served upon you by publication pursuant to an order dated February 4, 1969, of Honorable Samuel M. Gold, a Justice of the Supreme Court of the State of New York, and filed with the verified complaint and supporting papers in the New York County Clerk's office. This is an action for absolute divorce.

Dated: February 4, 1969
SIDNEY KRAFT
Attorney for Plaintiff.

LEGAL NOTICE

SUPREME COURT OF THE STATE OF NEW YORK, COUNTY OF NEW YORK. IVY McKAY, Plaintiff against DEMZIL QUINLAN McKAY, Defendant. Plaintiff designates New York County as the place of trial. The basis of the venue is Plaintiff resides in New York County. **SUMMONS WITH NOTICE.** Plaintiff resides at 141 West 128th Street, County of New York. **ACTION FOR DIVORCE.** To the above named Defendant: YOU ARE HEREBY SUMMONED to serve a notice of appearance, on the Plaintiff's Attorney(s) within 20 days after the service of this summons, exclusive of the day of service (or within 30 days after the service is complete if this summons is not personally delivered to you within the State of New York); and in case of your failure to appear, judgment will be taken against you by default for the relief demanded in the notice set forth below upon the termination of conciliation proceedings or 120 days after filing of a Notice of Commencement of this action with the Conciliation Bureau, whichever is sooner.

Dated, New York, N.Y. December 18, 1968. WEISSTEIN & WEISSTEIN, Attorneys for Plaintiff. Office and Post Office Address: 326 Lenox Avenue, New York, N.Y. 10027. **NOTICE:** The object of this action is to obtain a judgment of divorce dissolving the marriage between the parties on the grounds The defendant abandoned the plaintiff. The relief sought is: A judgment of absolute divorce in favor of the plaintiff dissolving forever the bonds of matrimony between the parties in this action.

NOTICE—To DEMZIL QUINLAN McKAY, Defendant:
The foregoing summons is served upon you by publication pursuant to the order dated Jan. 16, 1969, of Hon. Irving H. Saypol, a Justice of the Supreme Court of the State of New York, and filed with the supporting papers in the office of the Clerk of the County of New York, at the County Courthouse, 60 Centre St., New York, N.Y. The object of this action is for an absolute divorce.

Weisstein & Weisstein,
Attorneys for Plaintiff.

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; St. Vincent's Hospital; and to the distributees of Joseph Rowe, 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 Joseph Rowe, deceased, who at the time of his death was a resident of 152 West 15th 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 21st day of March, 1969, at ten o'clock in the forenoon of that day, why the account of proceedings of the 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. S. SAMUEL DI PALCO, a Surrogate of our said County, at the County of New York, the 20th day of January, in the year of our Lord one thousand nine hundred and sixty-nine.

William S. Mullen,
Clerk of the Surrogate's Court.

Air Conditioning, Diesel Instructors

The Interagency Board of U.S. Civil Service Examiners for the Greater New York City Area has issued an announcement for training instructor (diesel and air conditioning and refrigeration), GS-7 (\$6,981 a year). Vacancies in this position exist at the U.S. Merchant Marine Academy, Kings Point, New York.

Vacancies as they occur may be also filled at various Federal agencies throughout the Greater New York City Area.

Applicants must have three years of experience which included work in internal combustion engines and in air conditioning and refrigeration and in this type of work.

Education above the high school level, related to the duties of

this position, may be substituted for all or part of the required experience depending on length and content of course.

Complete information may be obtained at the Interagency Board of U.S. Civil Service Examiners, Main Floor, Federal Building, 26 Federal Plaza, New York, New York 10007, at the Personnel Representative's Office, U.S. Merchant Marine Academy, Kings Point, New York or the main post office in Brooklyn, Jamaica,

Hempstead, Middletown, Newburgh, New Rochelle, Patchogue, Peekskill, Poughkeepsie, Riverhead, Yonkers and the St. George Station on Staten Island.

Mrs. Moore Named
ALBANY — Mrs. Maurice T. Moore of New York City has been reappointed as chairman of the Board of Trustees of the State University of New York.

BUY U.S. SAVINGS BONDS

Research for Protection ... so more will live.

Respiratory diseases cause or contribute to about 80,000 deaths a year in the United States. They are the major cause of time lost from school and work.

Tuberculosis remains a major public health problem. Discovery and treatment methods which are the results of years of research have greatly improved, but TB can only be wiped out when research provides the answer to prevention and eventual elimination.

Air pollution contributes to the increase in respiratory diseases. The contamination of the air is largely caused by the waste products of man: fumes from internal combustion engines; smoke from power plants, oil refineries and other industrial operations; open burning; trash piles and incinerators.

In every community in New York State, Health Associations work diligently to secure the funds necessary to continue the fight against respiratory diseases and combat air pollution.

Their major source of income is the sale of Christmas Seals. The power of the Christmas Seal is unique in the history of voluntary giving. Not only has the Seal raised money to finance programs in tuberculosis and respiratory disease but it also has alerted the public to the problems of air pollution and school health.

Support your local health association by purchasing and using Christmas Seals.

Benefits for Protection ... so more will be secure.

The Statewide Plan — since its beginning in 1957 — has been improved and expanded to provide more protection for eligible persons and their dependents against the steadily rising costs of hospital and medical care. Medical research has given mankind more ways both to prevent illnesses and cure them when they strike. Hospitals and doctors are far better equipped to effect cures than they were a few years ago. The benefits of the STATEWIDE PLAN are constantly being expanded to meet the needs of those it serves — employees of New York State, other governmental units and agencies and their dependents.

The Major Medical provisions of the STATEWIDE PLAN — provided through the Metropolitan Life Insurance Company — are important! When the total amount of covered medical expenses incurred by a member (or one of his or her dependents) is not covered through Blue Cross-Blue Shield and/or exceeds the benefits under the basic Blue Cross-Blue Shield contracts, the Major Medical expense benefits will cover 80% of the excess covered medical expenses up to a maximum of \$10,000 during a calendar year or \$20,000 during a lifetime, for each covered subscriber. The initial amount for a member, or an eligible dependent of a member is the first \$50 of covered medical expenses in any calendar year.

If you are not now enrolled in the STATEWIDE PLAN, get all the details on how you may enroll from your Payroll or Personnel Officer.



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STATE OF NEW YORK HEALTH INSURANCE
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NY 112-16-1853	MO. DAY YE. 12 5 69	0000

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PL-420 (12-57)

BLUE SHIELD
THE NON-PROFIT MEDICAL-SURGICAL SERVICE
PL-401 (12-57)

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HOSPITALS OR BLUE CROSS PLANS OUTSIDE OF NEW YORK STATE SHOULD SUBMIT CLAIMS TO ALBANY BLUE CROSS PLAN.
ENTER PLAN NAME # 300

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\$132.00 a week

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Address
Boro CI

NYC Needs Prtg. Buyers — Exams Throughout State

The New York State Department of Civil Service has announced openings in the positions of purchasing agent (printing) and asst. purchasing agent. Salary range in the two positions, respectively, is \$9,200 to \$11,400, and \$7,662 to \$8,950, depending on experience.

Examinations for appointment to these positions will be held in various locations throughout the State on April 12. Applications will be accepted until March 10.

Qualifications, to be met prior to the examination date, are: for purchasing agent (printing), five years of full-time, paid, responsible experience in the purchase of a large volume of printed matter, including the writing of specifications, for a large public or private agency. For asst. purchasing agent, three years of full-time, paid responsible experience in the purchase of a variety of materials, supplies or equipment for a large public or private agency.

College education may be substituted for experience at the rate of two years of college for one year of experience up to a maximum of two years of experience. Such college study must

have been at a regionally accredited institution or one recognized by New York State.

Experience must be in the actual purchase of items, by formal or informal bidding, in a variety of items, in a specific field. Requisitioning and ordering stock items or processing purchase orders are not considered to be qualifying experience.

For applications and further information, contact R-275, New York State Department of Civil Service, State Campus, Albany, 12226.

West Point Jobs

There are a number of civilian openings at West Point including a machinist, tailor, instructor of German, baker, dental laboratory technician, general equipment mechanic, cadet hostess, boiler - fireman (automatic) nurse, medical technician (general), clerk-typist, waiter and mess attendant, among others.

Further information can be obtained by writing Dept. of Army, Civilian Personnel Division, U.S. Military Academy, West Point, N.Y. 10996, Attn: W. E. Finnigan, Employment and Services Branch.

Named Advisor

ALBANY — State Commerce Commissioner Neal L. Moylan of Delmar has been named a member of the Interstate Advisory Committee on the Susquehanna River Basin.

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City..... Zone.....
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KEY ANSWERS

Junior High School Teacher
Of Orchestral Music
December 18, 1968

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

Teacher of Health and Physical
Education in Day High School
(Women)
December 18, 1968

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

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News Of The Schools

By A. L. PETERS

Project Teachers Warm But Lacking Experience

A center for Urban Education evaluation of the Board of Education's special primary programs in five schools has concluded that "in general the majority of teachers observed were of average overall ability or above, despite the frequent lack of experience," and that "although . . . principals deplored the lack of proper training of teachers for work in disadvantaged areas, they suggested that possibly the teachers licensed in Early Childhood were better trained than the others.

However, student response to the program was quite good: "Above all the necessary ingredient for effective teaching, . . . the warm and giving attitude of the teacher toward the class . . . existed in over 70 percent of the classrooms."

The Federally funded Title I experimental primary school program reduces class size and increases specialized instructional services. Started in 1967-68 in five schools in New York City, it combines the best features of two on-going programs, the More Effective Schools and the All Day Neighborhood Schools.

Five local school districts matched Title I central funds with decentralized allocations under the Elementary and Secondary Education Act to provide \$850,000 for the approximately 2,300 children involved.

The program seeks to raise the academic achievement of the children, involves parents in the reading program, and provides liaison between the early grades and higher grades in the school.

The schools involved are: PS 146, Manhattan; PS 31, Bronx; PS 396 and PS 264, Brooklyn, and PS 28, Jamaica.

Corning College Needs Numerous Instructors

Corning Community College has openings for instructors in the following fields: nursing, health and physical education, philosophy, art, English (reading), business administration, economics, secretarial science, and sociology.

Instructors are paid between \$7,000 and \$9,700 per year; and assistant professors between \$8,500 and \$12,000. Advancement can also be made to the title of associate professor at \$10,500 to \$14,900 and professor at \$11,500 to \$17,800.

Qualifications include a masters degree and preferably additional courses in the particular discipline. Experience is desirable but not essential for most positions.

Examiners Urge Veto Of Bd. Of Ed. Proposal

In a letter to Mayor Lindsay the Board of Examiners urged the Mayor, the Board of Regents, and the Legislature to reject the Board of Education's recommendation to abolish central staff selection by the Examiners.

The Examiners called the Board of Education's proposal "arbitrary and reckless" and said that it had the "intention of establishing a huge patronage pool of thousands of school jobs to parcel out on the basis of race, color, creed

and connections rather than merit—regardless of the woeful effects on education and regardless of the further polarization of groups as they contend for jobs."

They also charged that the Board of Education "has completely ignored the experience of recent months in which the public press has reported shocking instances of corruption and mismanagement that are traceable to improper personnel selection."

Dr. Jay E. Greene, chairman of the Board of Examiners, said that it was ironic that the Board of Education, with eight out of 12 new members, never even met with the examiners before reaching their decision to abolish the Board of Examiners.

City University Regents Minority Enrollment Up

According to a City University of New York report the number of black and Puerto Rican students attending the university is at an all-time high, and all indications are that this enrollment will continue to increase.

According to the reports there are about 21,000 minority group students registered in the community and senior colleges. This is 16 percent of the total enrollment as compared with 13 percent last year.

Brooklyn College registered the largest increase in minority enrollment with 16 percent of the full-time students and 13 percent of the part-time students belonging to one of the above mentioned minority groups. Last year the figures for this college were three percent full-time and 12 percent part-time.

Twenty percent of the entering Fall 1968 class were from minority groups at Brooklyn. The trend indicates that over the next three years about 30 percent black and Puerto Rican students will enter the college, a figure that more accurately reflects the percentage of these students graduating from the borough's high schools.

District 29 Develops Afro-Studies Material

School district 29, Queens, has presented for use in the City school system teaching materials in African studies which have been developed as a special project in that district. Max G. Rubenstein, district superintendent presided over the formal introduction of these materials in a ceremony at PS 156 last week.

District 29 has sponsored a special Title III project on Afro-American studies since 1967, financed under the Elementary and Secondary Education Act to promote innovations in education.

Rubenstein explained that the purpose of the project has been to prepare curriculum materials in African studies for inclusion in the social studies curriculum of all 29 public schools in District 29 and for city-wide distribution by the Office of Instructional Services, headed by Deputy Superintendent of Schools Dr. Seelig Lester. The materials apply in grades kindergarten through high school.

The materials include reference books, film strips, student desk maps, films, wall maps, re-

cards and student resource books, according to Dr. Antoinette A. Sobin and Keith E. Baird, co-directors of the project.

Rubenstein said that packs of these curriculum materials will be presented for use in the 29 schools of School District 29. He explained that they have been tested in six of the District's schools, and that every school in the District has had a role in developing them through a liaison teacher who has worked closely with Dr. Sobin and Mr. Baird.

Key Answers

School Secretary
December 19, 1968

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

Teacher Eligible Lists

LICENSE AS TEACHER OF COMMON BRANCH SUBJECTS (1A-4B) IN DAY ELEMENTARY SCHOOLS
January 7, 1969

Subject to investigation of record and experience, and to verification of eligibility and examination ratings.

Subject to meeting preparation requirements in full by February 1, 1974.
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Nancy E. Lipson, 8076; Norman H. Nas, 8072; Patricia T. Myers, 8052; Gary M. Feldman, 8030; Peter D. Schaffer, 8022; Richard J. Elbirt, 7998; Susan Y. Mach, 7998; Woodrow J. Elmore, 7988; Yvonne Racine, 7988; Marcia R. Blumenthal, 7982; Fern J. Roth, 7978; Estelle M. Schwartz, 7972; LINDA F. GRAD, 7968; Robert B. Miller, 7936; Michael E. Spindel, 7936; Susan B. Scott, 7914; Brian J. Wachs, 7914; Linda H. Vermilye, 7914; Joseph Amelin, 7904; Irwin Botwinick, 7894; Mark L. Golby, 7884; Peter F. Perry, 7884; Selma Brenner, 7872; Michael H. Schenkler, 7872; Miriam B. Salzman, 7862; Barbara L. Sekulski, 7852; Ellen G. Fields, 7842; Ludmila Osolobe, 7834; Judith E. Kaplan, 7830; Alan S. Eisenberg, 7820; Eric G. Jacobson, 7782; Michael Lopardi, 7778; Richard F. Bloom, 7746; Irwin Leibowitz, 7746; Tod R. Gross, 7736; Rona Dankner, 7736; Matthew A. Isaacson, 7726; Elaine Frey, 7726; Leverett C. Slark, 7720; Alan M. Kaplan, 7718; Lenore K. Mendelsohn, 7716; Lillian M. Torgersen, 7716; Richard L. Schary, 7714; Daniel G. Fainberg, 7704; Richard P. Feinberg, 7694.

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Bd. of Ed. Extends Spring Vacation In Public Schools

New York City's school children will have a longer Spring recess this year, as a result of a Board of Education recent decision.

Schools will be closed from Monday, March 31 through Friday, April 4, and will reopen on Monday, April 7. They had previously been scheduled to be closed only on Holy Thursday and Good Friday, April 3 and 4, in order to provide extra school days to make up instructional time lost in the school strike last Fall.

The Board explained that the instructional time will now be made up by extending the school day by 45 minutes for all pupils and teachers through April 22. "Recent experience indicates that pupil attendance for the make-up is far better on the 45-minute extended period units than on the make-up-days that were formerly non-school days," Superintendent of Schools Dr. Bernard E. Donovan explained.

The schools had been open on the day following Thanksgiving and on December 26 and 27, usually school holidays, to help make up lost instructional time. They had also instituted the 45-minute longer school day on November 25.

Normally, the schools are closed for the Christmas recess from Christmas Day through New Year's Day and for the Easter recess from Good Friday through the following week. Donovan explained that the revised program was decided upon after consultation with major parents' organizations, the United Federation of Teachers and principals' groups.

DON'T REPEAT THIS!

(Continued from Page 1)

House ambitions foreclosed by the calendar, these scoffers postulate two basic theories that inspired the Governor's announcement so early in the game of plans to seek a fourth term.

First, the theory holds that the early announcement relieved the Governor of the lame duck disabilities that afflict every chief executive in the declining months of his administration. Second, the theory holds that by cooling the ardor of potential successors, the Governor keeps the lid on explosive forces within the State Republican organization, while retaining greater freedom of action in hand-picking the Republican candidate for Governor in 1970.

Irrespective of the predictions of favorite political clairvoyants, the political hot stove league burns with speculation in the customary post-election manner, and notwithstanding the GOP pole choice of Lt. Gov. Malcolm Wilson, a very hot prospect in that league for Republican nom-

inee for Governor in 1970 is Speaker of the Assembly Perry B. Duryea, Jr. of Montauk, L.I. At this moment he is a very warm piece of political property.

Sure-Footed Politically

The 48-year-old Assemblyman is serving in his eighth year as a State Legislator, but has long since demonstrated his sure-footed instincts in the political jungles. In 1966, with the surgical skill of a Dr. Christian Bernard, he deftly removed Assemblyman George L. Ingalls, Republican Floor leader, from his leadership position, and was himself elected Republican Minority Leader.

Assemblyman Duryea comes well equipped for the political wars. His late father, Perry B. Duryea, Sr., had also represented the Suffolk County district in the Assembly and until his retirement, was a member of Rockefeller's cabinet as Commissioner of Conservation. The millionaire president of Duryea and Sons, Inc., a Montauk based firm of sea-food wholesalers, Assemblyman Duryea

is strong and distinguished looking, but soft spoken and hard working, whose lean six foot frame is crowned with steel gray hair. He exudes gubernatorial potential.

A Sense of Drama

During World War II, Speaker Duryea was a command pilot of the Naval Air Transport Service and pilots his own plane to Albany and to speaking engagements throughout the State. Last week, at the traditional annual Speaker's dinner for the Albany press corps he dined his guests on fresh lobster he flew from Montauk. He has a sense of drama.

Speaker Duryea passed his first leadership test with flying colors. The issue arose on Governor Rockefeller's Deficiency Appropriation Bill, which provided \$50 million dollars for a State Museum and Cultural Center in Albany. The Republican majority in the Assembly is a slender one, and depends upon nine Assemblymen elected with Conservative Party support. Speaker Duryea

persuaded the Governor to reduce the appropriation to \$36 million and then delivered the unanimous support of his delegation for the Deficiency Appropriation Bill.

Another confrontation between the Speaker and the Governor looms ahead on the Governor's budget cut of five percent in education appropriations. Duryea is a past president of the Board of the Montauk public schools and has a deep interest in education appropriations. Last year, with the help of Democratic legislators, he put through a bill lifting ceiling on aid to schools from \$660 to \$760 per pupil, a bill signed by a reluctant Rockefeller. The Governor's austerity budget plans threaten to cut into this ceiling. Speaker Duryea has gently suggested that education might be spared from Governor Rockefeller's across the board five percent cut. Instead, Speaker Duryea proposed "selectivity" in the State's economic program.

State aid to education is a major issue in Suffolk as well as many upstate areas where taxpayers revolt against rising property taxes has reflected itself in wholesale voter rejection of local school

budgets. Speaker Duryea is not likely to evade the issue. The State aid for education nor is he likely to sit idly by while the Governor emasculates the major legislative item that bears Duryea's name.

Political leaders of all parties are keenly interested in the forthcoming confrontation. The results will significantly affect the Republican political picture in 1970.

Cordial To Civil Service

Although his meetings with civil service organizations—who represent a hefty number of voters throughout the State—are just getting underway, first reactions are that the Speaker intends to build up a good relationship with public employees. He has not been quick to give appointments with various organization representatives but also has been generous in allotting sufficient time to talk, despite his busy schedule as head of the Assembly.

One Exam For Six City Jobs

Something new will be tried this coming May. There will be a test covering six different City positions: attendant, elevator operator, messenger, process server, office appliance operator and watchman.

The exam will be the same for all six positions and be based upon general intelligence. No formal educational requirements are demanded. One list will be set up with all six job titles drawing from it.

The City Civil Service Commission has just ordered this new type of test and applications will not be open until some time in March. The Leader will carry the announcement when it is.

Hospital Clerk-Typist

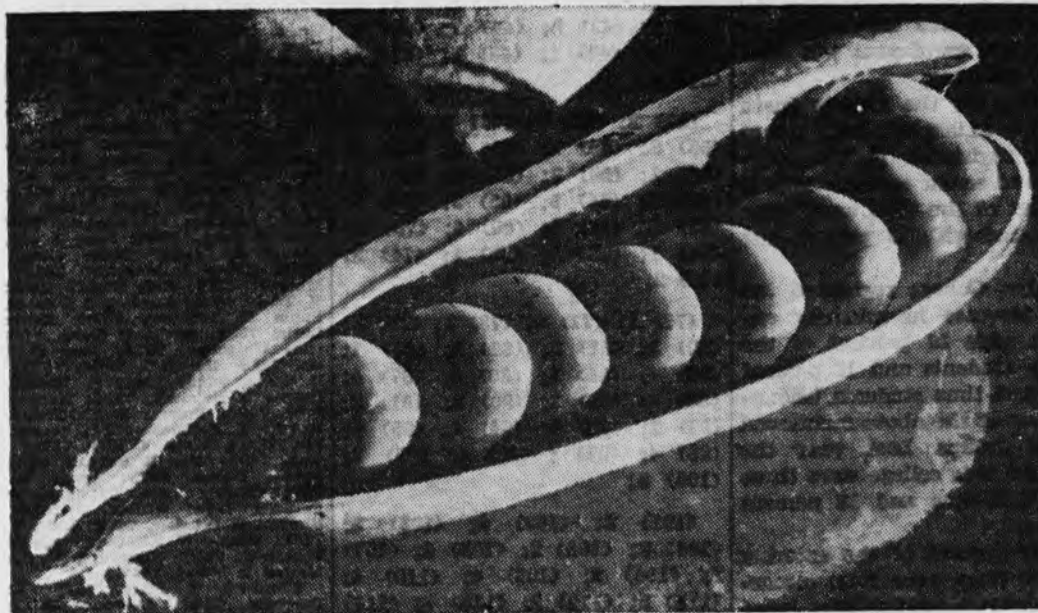
Young people can find work as clerk-typists at the U.S. Public Health Service Hospital in Staten Island. Pay is \$4,231 to \$5,145 a year to start.

All applicants for the clerk-typist position must be high school graduates. The starting level for those who pass the test will be determined by their score and their experience.

Those wishing further information concerning these jobs should contact the hospital by telephone, 447-3010, ext. 214, or visit the personnel office, U.S. Public Health Service Hospital, Bay Street and Vanderbilt Ave., Staten Island, N.Y. The hospital will make arrangements for taking the exam for the jobs.

Austin Reappointed

ALBANY—Robert H. Austin of Endwell has been reappointed to the Board of Visitors of Binghamton State Hospital for a term ending Dec. 13, 1975.



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City Typist Exam Is Set

Applications will be accepted through March 18 for a City examination for typist. Starting salary for this position is \$4,350 for typist and \$4,600 for transcribing typist.

There are no formal educational or experience requirements, and the practical test will require typing speed of 35 words per minute for five minutes with no more than five errors.

Duties will include typing records, reports, letters, forms and schedules; proofreading; transcribing from a dictating machine; operating varityper and graphotype machines; and doing occasional clerical work.

Benefits to City employees include generous annual leave, sick leave, leave for holidays with pay,

membership in the pension program, the Social Security system, a health insurance plan and the blood credit program.

Applications may be obtained for the Department of Personnel, 49 Thomas St., N.Y. 10013. Mail requests must be accompanied by a self-addressed, stamped envelope, and must be postmarked no later than March 11.

TA Police Officers Take FBI Seminar

Executives in the New York Transit Authority Police Department have begun a seminar in police management conducted by the Federal Bureau of Investigation.

The TA police were selected as the first force in the greater New York metropolitan area to take part in the seminar.

The first of six all-day sessions to be held over a six week period

was attended by John F. Malone, FBI assistant director, New York District; and Transit Authority Police Chief Robert H. Rapp.

The seminar, which includes such topics as human relations, women in law enforcement, and decision making, is limited to police officers of the rank of lieutenant and above.

Firefighters To Fete Raymond P. Nolan

Former Deputy Fire Commissioner Raymond P. Nolan, recently promoted to budget examiner for the Highways Department from his permanent methods analyst position with the Fire Department, will be honored by his firefighter friends on Feb. 26 at the Astorian Manor Grand Ballroom, 25-22 Astoria Blvd. Queens.

The evening of dinner and dancing will open with a cocktail hour at 7:30 p.m., followed by dinner and dancing to the music of Jim Cole's orchestra.

Tickets, at \$12.50 each, can be obtained from co-chairmen, John Bannon, 87-02 259 St., Floral Park, New York, 11011 or Ceasar Sanservero, 6801 Shore Rd., Brooklyn, N.Y. 11220.

Teletype Repair

A teletypewriter and cryptographic equipment repairer is needed at Headquarters Eastern Area, Military Traffic Management and Terminal Service, Brooklyn, New York. The position pays \$3.47 per hour to start and requires three years to teletypewriter equipment repair experience, including at least six months of cryptographic equipment repair experience.

Further information can be obtained from the Federal Job Information Center at 26 Federal Plaza, New York, New York 10007 and from the main post offices in Brooklyn, the Bronx, Jamaica, Hempstead, Middletown, Newburgh, New Rochelle, Patchogue, Peekskill, Poughkeepsie, Riverhead, Yonkers and the St. George Station on Staten Island.

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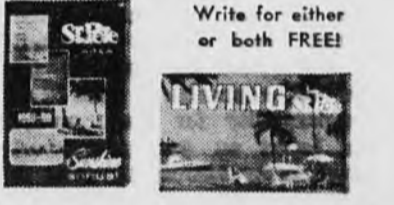
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Wenzl Urges Legislators

(Continued from Page 1)

For comparison purposes, we selected State employees in salary grade 14 and below, since this group represents the vast majority of State workers and eliminated those positions of a higher supervisory nature.

Our factual comparison proves conclusively that New York State workers earn considerably less than their counterparts in private industry. Figures show that the average weekly earnings for employees in private industry in New York State as of Oct. 1968 were \$126 weekly or \$6,553.04 yearly. At the same time, the average salary for 110,000 employees in grade 14 and below was \$113.94 a week or \$5,929 annually. This is 10.6 percent lower than that of the employees in the various private industry groups which we surveyed.

To reach full-pay comparability, a cost of living adjustment must be added to the 10.6 lag in the average State salary. The Consumer Price Index has been rising at an alarming rate since the last State pay raise in April of 1968. Economists who had predicted a 4.3 to 4.5 percent annual increase are being proved wrong. The average percent of increase per month from last April to last November (on an annual basis) was 4.9 percent. Thus on this basis a 5.9 percent annual increase can be expected.

The token 4 percent across-the-board raise proposed by the Governor does not even touch the cost of living rise.

Based on the period from April 1968 to last November, the projected cost of living rise for an 18-month period would result in an additional nine percent increase. If we are to approximate full pay comparability for State workers based on average annual earnings by March 31, 1970, it will be necessary to add an additional nine percent adjustment to the 10.6 percent deficiency in the average State salary as of last October. Thus the increase in the average State salary should be in the area of 19.5 percent by March 31, 1970, in order to approximate full pay comparability. This adjustment would result in an increase of \$1,155.

Bread, Not Marble

Today, many of the lower-paid State employees are in poverty column or bordering on its fringes. On the one hand, Governor Rockefeller wants New York State to have the greatest State in the country. But good government depends on satisfied, efficient, and dedicated work force. Marble-face buildings will not put bread on the table of the \$4,000-a-year wage earner. The people are much better informed today in this era of improved mass communications. They know what's going on. How does the State-employed clerk or stenographer feel when he reads that thousands of New York City public employees in non-professional jobs will be realizing a \$6,000 minimum wage by 1971? Mayor Lindsay stood before you yesterday relating a tale of fiscal horror for New York City. Yet he was still able to agree to the \$6,000 minimum.

On another front, the Governor is proposing more than 4,700 new jobs in State service at a cost of approximately \$30,000,000. Yet for years there has been thousands of unfilled vacancies for which funds were allocated. Most of the unfilled jobs were in the largest State Agency—the Department of Mental Hygiene, in the ward service area, where a massive recruitment campaign by the Department fell flat on its face. Why? The answer is obvious. What person would take a job requiring him to perform in many cases, work similar to nursing duties on a salary of less than \$5,000 a year? Not many.

Our members are frustrated, demoralized and confused. They have taken it on the chin time and time again. They have acted in a most responsible manner. They have been patient, despite the fact that negotiations between the State and our organization have been halted two years in succession. Fortunately, last year, we managed to enter into abbreviated contract talks. But the prospect of negotiations resuming before the 1969 budget is adopted is bleak indeed. Why must State employees suffer because of the confusion resulting from the Taylor Law? The token four percent was the starting offer made by the administration in negotiations last November as was the Governor's proposed eight percent in 1968. Last year, we were lucky, if you could call it that. But this year is a different case.

Details Refused

What is even more disturbing and irritating is the fact that the Governor has refused to divulge—except for the four percent—what is contained in the 1969 budget for State employees. His representative says that no specifics should or can be mentioned until negotiations are resolved. We would agree with this IF we knew that negotiations would be resumed before the budget is passed. But we don't know this and apparently neither does anyone else.

We are not only concerned with the pay raise. There are many other benefits which were offered by the State administration, including an im-

proved retirement plan. Although any pension improvement would not be reflected in this year's budget, it still would require legislation during this session. This is why I am here today—to seek your support through legislation in making our salary and benefit program a reality—not a bureaucratic football.

These improvements we seek are "must" benefits if New York State intends to attract and retain the competent personnel necessary for good government.

In closing, I reemphasize the fact that State employees are totally dissatisfied with the proposed four percent raise. As opposed to past years, many are more vocal—and with due cause—about the way in which they are being treated.

We in CSEA feel there is one more place to go in our efforts to win an equitable pay raise and other benefits for State employees this year—the State Legislature—to which we now direct our appeal.

In behalf of CSEA's more than 104,000 State employee members, I urge that this appeal not go unheeded.

CSEA Presents Facts

Social Service Aides' Problems Discussed At Department Meeting

(Special To The Leader)

ALBANY—Officers of the Social Services chapter of the Civil Service Employees Assn., met with Commissioner George K. Wyman and Thomas J. Walsh, administrative officer of the Department of Social Services at their new offices on Western Avenue in Albany recently.

Job problems of mutual concern for Administration and employees were presented by Luke Kelly, president of the chapter; Connie Farano, first vice president; Mrs. Jane Reese, second vice president; Ann Roberts, treasurer; Mrs. Ann Malo, secretary; and the CSEA field representative, John A. Conoby.

The meeting was the result of a survey among employees on scheduled working hours and the effects of changes in community bus schedules and highway traffic problems. Also discussed was the environmental problems of the new building—regulation of heat and lighting, excessive coldness, adequate accommodations for ladies' lounge; quality and quantity of food service in the lunchroom, and regulations on employees' coffee-break time.

State Manual Ready

ALBANY—The 1969 edition of the Legislative Manual, the official directory for New York State government, is now ready for distribution.

The new, updated edition contains 1,484 pages and is available to the public at \$4 per copy from the Department of State, Bureau of Publications, 162 Washington Avenue, Albany, N.Y. 12225.



OUTSTANDING — John Evans, left, past president and vice-president of the Civil Service Employees Assn. local Psychiatric Institute chapter is presented with a gift for outstanding service by Dr. S. Frazier, Assistant Director of New York State Psychiatric Institute, New York City.

Buffalo CSEA Fete

A Valentine dinner-dance was held by the Buffalo State Hospital Chapter, Civil Service Employees Assn. last Thursday. Bob Smith, of the social committee made arrangements for the fete at Banat Hall.

Vacation Choice

(Continued from Page 1)

closing down the plant for two weeks would make it easier to clean and make repairs, it said that no other State agency had such a forced-vacation rule, and that the department's decision interfered with the rights of employees at the printing plant to choose their own vacation time, if it was at all feasible.

CSEA officials stressed that the board does not have the power to enforce this decision, but that it can have a strong influence on department officials.

Sterrett To Assume State Careers Post

John F. Sterrett has been appointed Career Opportunities Coordinator for the Department of Civil Service, it was announced by State Civil Service Commission President Mrs. Ersa H. Poston.

Sterrett will be responsible for planning and carrying out the department's special programs dealing with problems of employment and advancement in State service of unemployed individuals from economically depressed areas.

He started in the State Employment Service in 1950 and held numerous responsible positions for the next 15 years. In 1965 he assumed responsibility for coordinating a number of State and Federally funded youth programs throughout Brooklyn.

The new career opportunities coordinator is a World War II Air Force Veteran, and holds a B.S. degree from Long Island University. He has a Juris Doctor degree from St. John's University Law School and also completed special training for community relations coordinators at the School of Industrial and Labor Relations of Cornell University.

He is a member of the International Assn. of Personnel Employment Security Agencies, NAACP, and the Careerists.

"But," he continued "this is just one example of changes that need to be made throughout the whole classification system in New York State. CSEA will continue to fight for the sensible reforms that State employees need and are entitled to."

Sen. Flynn Named

(Continued from Page 1)

of Yonkers, is championing CSEA's bill for \$1,200 across-the-board raise for all State employees (Senate 3076). He also is supporting another CSEA bill, one which requests that employees' retirement benefits be computed on the basis of their highest three years salary instead of on the present basis of the highest five years salary (Senate 383-A).

In addition Flynn has agreed to support CSEA's request to the Legislature for a welfare fund for State employees provided by the State and administered by CSEA for members and non-members alike.

The Senator was instrumental last year in helping sponsor a twenty-year half pay retirement bill for State police which was later vetoed by Governor Rockefeller.

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.

The Narcotics Monster

THE GROWING problem of narcotics addiction, particularly among the very young, could be the most insidious enemy ever fought by the civil service corps.

THE BATTLE is being waged on Federal, State and local

levels with a variety of weapons—arrests, harassment of drug pushers or sellers, and, most important, a massive public relations campaign by New York State's Narcotic Addiction Control Commission.

SOME PROGRESS is being made, to be sure. But it is still not enough. Crush part of the monster in one area only to find it alive and wriggling in still another community.

EXPERTS HAVE told us that the battle in narcotics is supposed to be concentrated only in poverty areas. But it would seem there are no economic barriers to the predatory animals who push drugs.

WE'VE ONLY just finished reading newspaper stories of the arrest of 108 youngsters in a residential section of Queens County. Forty of these young people were charged with felony narcotics violations, although the complaints were later dismissed. BUT THE MOST shocking aspect of the story was the age group of 68 of the 108 arrested—10 to 15 years of age!

THE TOTAL problem of illicit use of drugs is a crushing burden on civil servants in law enforcement agencies, hospitals, health departments, and such specialized agencies as the Narcotic Addiction Control Commission.

THE COMMISSION is committed to a policy of carrying out a huge public relations campaign to crush the monster, which is taking the lives of thousands of young people. College and high school students seem to be the "patsies" for drug "pushers."

IT IS AMONG the teenagers that the Commission is concentrating a good portion of its campaign. Its public relations specialists are using every possible media—pamphlets, booklets, a mobile unit, radio, TV, lectures, seminars, etc.

THE COMMISSION has just produced a 52-minute motion picture, "Three", a dramatization about three narcotic addicts. It had its premiere on Broadway last month simultaneously in first-run movie houses. With the cooperation of the Film Industry Committee, the movie is being shown this month in 27 neighborhood theatres throughout

the Metropolitan New York area.

THE PUBLIC relations campaign mounted by the Commission should be the subject of careful study by every civil servant interested in the effective uses of public relations.

ANOTHER FIRM believer in public relations as a powerful weapon against crime is Queens District Attorney Thomas J. Mackell, an elected official who began his public career in civil service as a New York City policeman.

MACKELL SPONSORED a two-day Narcotics Institute last month for 800 clergymen at Queens College. Co-sponsors were Queens College, a unit of The City University of New York, and the Addiction Services Agency of the City of N.Y.

THERE SEEMS to be no end to the attack by government on the illicit use of narcotics. Yet with all these efforts, the skills of thousands of public officials and civil servants, and the expenditure of large amounts of tax money, the problem not only persists, it seems to grow.

WERE IT NOT for all these law enforcement and public relations efforts, the drug problem would undoubtedly be worse. What seems to be needed immediately is the total cooperation of all publics—particularly the public comprising the parents of teenagers.

A REAL DENT in addiction among the young could be made, if some pressure could be applied to these parents to exercise the strong discipline some of their children need so badly.

WE DON'T HAVE to draw pictures for our civil service readers. We are certain they join us in asking one question:

WHAT WERE 68 boys and girls, ages 10 to 15, doing at a marijuana party in the basement of that home in Queens?

Mrs. Berry Appointed

ALBANY—Governor Rockefeller has reappointed Mrs. Charles F. Berry of Johnstown to the Board of Visitors of Rome State School for a term ending in December of 1975.

Grammar School Grads Can Be Bldg. Custodians

Examination will be held on May 24 for the position of building custodian for New York City. Applications can be filed from March 4 to March 25.

The salary is from \$6,400 a year to \$8,200.

Applications can be made from Monday to Friday, 8:30 to 5:30 and Saturday from 9 a.m. to 12 noon at the Department of Personnel, 49 Thomas St., New York, N.Y. Mention Notice No. 8008.

Minimum requirements are: graduation from elementary school and four years of experience in cleaning and maintaining a moderately-sized public building, one year of which must have been in a supervisory capacity, or a satisfactory equivalent. These requirements must have been met by the last date for the receipt of applications.

The building custodian must, under general supervision, perform work of moderate difficulty and has responsibility in supervising the cleaning, maintaining and enforcing of safety requirements in large public buildings other than schools and colleges; or in supervising a considerable force of custodial employees on an assigned shift; and performing related work.

He has the opportunity of promotion to senior building custodian with a salary range of \$7,450 a year to \$9,250 a year.

The practical-oral test will be held in a City building and will cover the practical work of a building custodian.

The written test will consist of questions on building cleaning, ground and building maintenance, heating and ventilating, safety in large public buildings; and other related areas.

(See asst. building custodian story on page 3.)

Mitchell Appointed

ALBANY—Governor Rockefeller has reappointed Montgomery E. Mitchell of Wellsville as a member of the Agricultural and Technical College at Alfred.

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4 Patterson J Poughquag	90.3
5 Mullaney J Attica	90.2
6 Pfied K Auburn	89.7
7 Ryder G Bronx	89.4
8 Fleischmann R Catskill	89.2
9 McGowan P Kerhonkson	88.9
10 Schubin T Poughkeepsie	88.6
11 Hozan F Peekskill	88.5
12 Lefevre E South Otsele	88.0
13 WiWimot J Napanoch	86.3
14 Smith H Kerhonkson	85.8
15 Clor L Batavia	85.3
16 Fitzgerald W Peekskill	85.0
17 Fog W Dundee	84.7
118 Lance L Walden	84.2
19 Bollin H Attica	84.1
20 Stark M Wallkill	83.9
21 Cascales C Sherbourne	83.4
22 Otia D Smira	82.6
23 Quinn J Peekskill	82.6
24 Henry D Newburgh	81.9
25 Immerman W	81.1
26 Vredenburg W Pine B Bush	81.0
27 Higginia J Sundown	80.3
28 Connolly A Wappingr F	79.8

SR CIVIL ENGH MATERIALS	
1 Treadway W Albany	98.2
2 Eldering A Stuyvesant	85.0
3 Thorne W Bay Shore	79.8
4 Esmond W Elnora	78.5

DEP WRDN COR DP SUPT MALE	
1 Otis N Walden	94.4
2 Morrell E Elmira	92.6
3 Alexander T Catskill	89.8
4 Montanye E Albany	87.6
5 Beach H Attica	87.6
6 Bergan P Attica	86.6
7 Schubin T Poughkeepsie	83.8
8 Sawyer H Stormville	82.4
9 Gallagher T Woodbourne	82.2
10 Fitzgerald W Peekskill	80.2

ASSOC COMP CLMS EX	
1 Place J Baldwinville	96.8
2 Morse C Albany	95.0
3 Blatt M Brooklyn	92.0
4 Wiener R NYC	90.5
5 Polansky H Flushing	87.5
6 Zborow J Bronx	84.5
7 Wilbert C Buffalo	84.0
8 Stephens E Loudonville	83.0
9 Warm B Oceanside	82.5
10 Bladen T Brooklyn	80.7
11 Durett C E Greenbush	80.2
12 Belofsky S Brooklyn	80.0
13 Mann L Lima	80.0
14 Shenkoff G Brooklyn	80.0

SR ABANDND PROP ACT AUDTR	
1 Noel C NYC	100.2
2 Munoz A Bx	96.2
3 Joseph W Far	93.2
4 Orenstein M Bx	85.0
5 Payne H Bx	78.0

COMP CLAIMS INV	
1 Pertin V Beechhurst	96.0
2 Faulkner N Rochester	91.0
3 Neumann E Buffalo	91.0
4 Pullo F Brooklyn	90.0
5 Capito G Brooklyn	89.0
6 Baezfejoo J New York	89.0
7 Crowley A Buffalo	87.0
8 Zebrowski Y Staten Island	87.0
9 Duniz E W Henrietta	84.0
10 Doty E J New York	84.0
11 Belinfante A Bronx	83.0
12 Crawford J New York	83.0
13 Frazier B New York	81.0
14 Wright V Englewood	81.0
15 Brown E Jackson Heights	81.0
16 Manheimer S Bronx	79.0
17 Green L New York	78.0
18 Bynum H Rochester	77.0

ASOC HTNG & VN ENGR	
1 Benziger V Hickayuna	93.1
2 Cummings R Troy	91.1
3 Green A Albany	91.1
4 Lilly R West Sand La	90.0
5 Cutler S Albany	85.0
6 Dick A Albany	85.0
7 Thomas F Rensselaer	83.0
8 Thorsland R Loudonville	79.0
9 Churan J Loudonville	78.0



WITH THEIR SHEEPSKINS — More graduates of Nassau chapter's labor negotiators' school pose with diplomas. Seated is Ralph Natale. In second row, from left, are: David Silberman, Anthony Giannetti, Sally Sartor, Jean Wichman, Frank Diviney; and in rear row, Nassau Community College Dean of Instruction Robert Gwydir and Associate Dean of Special Studies George Brenner, Beatrice Jeanson, James Callan, Robert Brauns and Edward Logan.



PRESENTING EXPERTS — Graduates of a school for labor negotiators sponsored by the Nassau chapter, CSEA, and conducted by Nassau Community College received diplomas at a dinner. From left in front row; Jerry Jernew, Alice Hubelbank, Muriel Donohue, Howard Quinn; second row, guest lecturer Leonard Cooper, Sal Cossentino, John Martinis, Alex Bozza, David Rapelyea, Carl Pugliese; third row, instructor Dean A. Competiello, Nassau Community College Dean of Administration Thoms Johnston, Kenneth Cadieux, Ed Perrott, Frank Fano; and at top, Nassau chapter President Irving Flaumenbaum.