

Civil Service LEADER

GARY J. PERKINSON, DIR.
PUBLIC HEL. CIVIL SERV.
ICE EMPLOYEES ASSN. 10
ALBANY, N.Y. 12242

Promotion Exams

See Page 16

America's Largest Weekly for Public Employees

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CSEA Request For Wider Recruitment By D. Of E. In Effect

ALBANY — As a result of recommendations by the Civil Service Employees Assn., applicants for 5,000 vacant State jobs in New York City are now being interviewed at Division of Employment offices throughout the Metropolitan area rather than at only three centers, as originally planned.

In reporting this initial broadening of the program, CSEA President Joseph F. Felly said he expects the State Civil Service Commission to accede further to his group's recommendations by extending recruiting activities to D of E offices in major upstate cities in the near future.

The move to fill the 5,000 positions, part of a State Manpower Recruitment Program initiated last summer under the joint aegis of the Civil Service Department and the Division of Employment, was announced at the time as a plan to recruit applicants from New York City's disadvantaged areas at facilities set up in three local armories.

CSEA's Concern

CSEA concern in the matter, according to Felly, developed after numerous member inquiries raised questions as to the equity of restricting the job opportunities to New York City residents what provisions the program included to safeguard the merit system in the selection of applicants and whether the ultimate selections of candidates for competitive class positions would be decided by the usual competitive examinations.

These and other questions were presented to Civil Service Commissioner Mary Goode Krone and members of her staff at a meeting with Employees Association representatives shortly after the program began.

"At this meeting," Felly said, "we won complete reassurance that the program's implementation left no loopholes for any

Still Only \$467

Two Departure Dates For Hawaiian Tour

Because of the heavy demand from members of the Civil Service Employees Assn. for bookings on the annual jet vacation to Hawaii and the Golden West, there will be two departure dates instead of one for next summer, it was announced last week.

One plane will leave New York on July 8 and the next on July 21. Both tours will be identical and the total price of only \$467 will include round trip jet transportation, all hotel rooms, sightseeing, airport to hotel transfers, etc. Departing groups will head for San Francisco, then fly out to Hawaii
(Continued on Page 16)

abuse of the merit system in general and that any permanent ap-
(Continued on Page 16)

Bridge Auth. Aides Receive One-Grade Boost, \$ Overtime

POUGHKEEPSIE — Employees of the State Bridge Authority will receive a one-grade upgrading, following a petition from the Bridge Authority chapter, Civil Service Employees Assn.

In addition to the upgrading, maintenance men and toll collectors will receive straight time overtime for work in excess of 2,000 hours annually. Office personnel will remain on the 40-hour work week.

The action by the Authority means an average boost of more than \$300 for most employees with an additional \$100 for employees working overtime.

Action by the Authority on the CSEA petition was reported at the monthly meeting of the chapter recently at the Mid-Hudson Bridge Administration Building.

CSEA To Meet With Dr. Hurd

Negotiations To Start On State Pay Schedules & Local Aides' Benefits

ALBANY — Negotiations on a broad program of new and improved benefits for State and local government employees will get underway within the next two weeks between the Civil Service Employees Assn. and the State Division of Budget.

The bargaining sessions will center around the eight-point "salary" resolution adopted by delegates to the recent annual meeting of the Employees Association, and numerous other resolutions affecting all aspects of public employment in New York State.

Heading the "salary" resolution, compiled by CSEA's Salary Committee and ratified by its Board of Directors and delegates, is a demand for an upward revision of the State wage schedule through a two-grade salary reallocation for all State employees. The Association will base the salary schedule adjustment demand on several factors, among them increases in Social Security taxes, Federal withholding taxes, State and local taxes, the cost-of-living, and greatly increased wages and salaries in private industry.

Other points under the salary resolution include geographic wage differentials, shift differentials, a non-contributory retirement system with realistic retroactive features, equitable adjustment of retirement benefits for pensioners, permanency of present temporary retirement bene-

fits, liberalization and extension of present paid-up death benefit, and cash payment for sick leave credits upon death or retirement.

Sen. Anderson's Bill

On the last point, Sen. Warren M. Anderson of Binghamton, chairman of the Senate Finance Committee, has pre-filed a bill in the Legislature calling for implementation of the CSEA resolution on cash payment for sick leave credits.

In addition to the negotiations with Hurd, representing the Administration, meetings also will be scheduled with leaders of both houses of the Legislature, as well as with appropriate agency and departmental officials.

In requesting Hurd to schedule the negotiating meetings at the earliest possible date, Joseph F. Felly, CSEA President, said the factor of gubernatorial elections this year had precluded the Employees Association from acting earlier. Now that the Administration for the coming year has been determined, he said, it is necessary that we begin immediate negotiations in order to reach firm decisions prior to the drafting and implementation of the

1967-68 State budget.

For Local Aides

Also included in each of the appropriate points under the "salary" resolution is a mandate for implementation of similar benefits for CSEA's growing political subdivision membership.

Representing the Employees Association at the bargaining sessions will be Felly; Solomon Bendet, chairman of the salary committee, Joseph D. Lochner, executive director; Harry W. Albright, associate counsel, and members of the CSEA staff.

On Salary Reallocations

L.I., Metro Confs. Await Outcome Of Kelly Clerk Hearing

Both the Long Island and Metropolitan Conferences of the Civil Service Employees Assn. are awaiting outcome of a meeting on State clerical reallocation appeals called by J. Earl Kelly, director of the State Division of Classification and Compensation, for Nov. 30 to determine whether or not both conferences will insist on public demonstrations on the issue by their members.

Irving Flaumenbaum, president

(Continued on Page 16)

CSEA Will Seek 2-Grade Boost For Laundry Workers

(Special To The Leader)

ALBANY—A two-grade reallocation for all titles in the State's laundry worker series will be sought by the Civil Service Employees Assn., it was learned at Leader presstime.

The announcement came following an initial meeting here between the Association and spokesmen for the affected employees.

Basic plans for drafting and documenting the appeal were advanced at the meeting by Michael Ryan of Pilgrim State Hospital, Roland A. Glozyga of King Park and Arthur McFarland, of Central Islip. The three are chief laundry supervisors at their respective institutions and represent employees in all titles of the series.

In announcing the proposed reallocation, William Blom, CSEA's director of research, stressed the need for additional material from interested laundry workers to formulate a well substantiated appeal.



NEW OFFICERS — The Cobleskill chapter, Civil Service Employees Assn., recently installed new officers at a banquet at the Upstate Room of the Hotel Augustan, Cobleskill. Installed were, from left, front row, David Frost, vice-president; Clayton Hawks, president; Mrs. Elizabeth Adler, treasurer; and Mrs. Virginia Christman, secretary. Second row, same order: Peter Skopsky, farm representative; Francis Provost, maintenance representative; Mrs. Olga Resler, clerical representative; Dr. Ralph Smalley, faculty representative. The installing officer was Gary Perkinson, director of public relations for the Statewide Association, who reviewed CSEA successes in the past and described goals for 1966-77.

*Don't
Repeat This!*

LBJ Misjudged Mood Of Civil Service Voters

NOT only did the general public hand President Lyndon B. Johnson and his aides an eye opener by electing so many Republicans in key areas to public office but, now that further analyses are in, the evidence is that an unusually large number of Federal jobholders also
(Continued on Page 15)

Metzler To Serve As Administrator

ALBANY — Dwight F. Metzler, the State Health Department's deputy commissioner for pure waters, will serve as administrator of all the department's environmental health services.

The appointment by State Health Commissioner Hollis S. Ingraham, who said:

"The newly-created post is designed to insure the close coordination of all our efforts to achieve a safe, clean and healthful environment. Mr. Metzler is a distinguished and experienced engineer who is eminently qualified.

On Constitution Revision

N. Y. Libraries Contain Convention Testimony

Transcripts of the four public hearings conducted last month by the Temporary State Commission on the Constitutional Convention have been sent to 22 libraries in New York State according to Robert S. Herman, executive director of the commission's staff.

The hearings was held in Albany on Oct. 3, in Buffalo on Oct. 4 and in New York City on

Oct. 10 and 11. The members of the commission heard testimony from more than 100 speakers including representatives of the Civil Service Council on Constitutional Convention, on how the State's Constitution might be improved at the Convention that will open in Albany next April 4. The four-volume transcript of these hearings runs to 1,326 typed pages, and there are two appendices containing material submitted to the commission after the hearings were over.

New York City libraries containing the transcripts include: Brooklyn Library System, Grand Army Plaza, Ingersoll Building, Brooklyn; New York Library System, Fifth Avenue and 42nd Street; Queensborough Library System, 89-14 Parsons Boulevard, Jamaica; Municipal Reference Library, 2230 Municipal Building; Columbia University Law Library, 116th Street and Amsterdam Ave.; Association of the Bar of the City of New York, 42 West 44th Street.

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.

Doing The Job Better

WANT PROOF that civil service employees can do a job better—and without favoritism?

THEN TAKE a look at the N.Y. State Liquor Authority, where more and more civil servants are replacing more and more political appointees.

IT IS ON this basic reform as a foundation that the agency is trying valiantly to rehabilitate its badly tarnished public relations image.

HERE IS A comparatively small State agency which was so riddled with corruption until four years ago, that for months after District Attorney Frank S. Hogan of New York County lifted the lid, the odor lingered on.

WHEN DONALD S. Hostetter was drafted from the F.B.I. to become Authority Chairman, he concentrated on eliminating or changing those operations of the agency which had been open avenues for graft and corruption within and without the agency.

AMONG HIS FIRST steps were radical changes in agency procedures and the gradual replacement of political appointees with

civil servants.

INTO SOME OF the agency's most sensitive spots—where decisions on licenses and licensees had their beginnings—went trained civil service employees, including women lawyers and experienced public administrators.

THE TOTAL reorganization is not yet complete. There remain 150 exempt positions—out of 750 employees—which still must be removed from political control and transferred to civil service.

COMMISSIONER Hostetter feels that the more career employees in the Authority, the less likelihood of political pressures, which lend themselves to outside payoffs and shakedowns.

SLOWLY BUT surely, the State Liquor Authority is scraping off the mud, which is to its credit. A government agency receiving the deadly beating to which the Authority was subjected, ordinarily would not survive as an independent agency.

AND THE FACT that the civil service corps is being used as the foundation for a rehabilitation process, is a tribute to all civil servants.

IT IS THIS item of public relations life which interests us so keenly. The civil service corps should take full advantage of the situation by pressing as hard as it can to take as many of the exempt lines in this agency out of circulation and establish, in their stead, solid civil service lines.

WE THINK THAT civil service will be doing the State Administration a big favor. It will take the Administration off the hook with some of the politicians, whose hunger for jobs sometimes is more ravenous than good political digestion would justify.

IT SHOULD BE made crystal clear that we are not against political leaders. We are just against political leaders who make the cash customers (the taxpayers) paties and, in the process, downgrade government and civil service.

THE STATE Liquor Authority presents to civil service a great opportunity to do government and the taxpaying public a genuine public service. Civil service's performance within the Authority must be so outstanding that no one would dare deny civil service status to the remainder of those exempt jobs.

THE PROFESSIONALS ARE HERE!

A COLUMBIA PICTURES RELEASE - PANAVISION - TECHNICOLOR

Now at Showcase Presentation Theatres!

MANHATTAN VICTORIA FESTIVAL	BROOKLYN AWALON METROPOLITAN	QUEENS ELMWOOD PROSPECT FLORHAM	WALTON CALDERONE GREEN ACRES VALLEY DRIVE	SUFFERN PLAINVIEW TOWN WESTBURY	SUFFOLK ALL-WEATHER DRIVE-IN SAYSHORE	WESTCHESTER ELMFIELD DRIVE-IN NEW ROCHELLE PARKHILL WHITE PLAINS
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How do big city politics really work?

The former reform leader of Tammany Hall explains the dynamics of practical urban politics in an incisive and candid book that includes his own experiences with Robert Wagner, Carmine De Sapio, Adam Clayton Powell, Robert Kennedy and other politicians prominent on the national scene.

BEHIND CLOSED DOORS

POLITICS IN THE PUBLIC INTEREST

Edward N. Costikyan



"... a stimulating examination of urban political processes... fascinating profiles and stories, both funny and rueful, of Democratic politics and politicians in New York during the last decade... many readers will find him both informative and engagingly enthusiastic, and some, perhaps, will be persuaded that the political life is not so corrupting, or so closed, after all."

ELIOT FREMONT-SMITH, The New York Times

"His assessments of people and ideas are bracing, and his first-hand descriptions of political processes could not be better."

The New Yorker

"Despite the frustrations and rigors of the political life, Costikyan writes of it with gusto... The whole book, indeed, is a far more useful guide than most political science texts or the 'how to' handbooks regularly churned out in election years."

MARION K. SANDERS, Book Week

\$6.95 at all bookstores

HARCOURT, BRACE & WORLD

License Dept. Aide Cited For Heroism In Vietnam War

SAIGON, VIETNAM — A 21-year old New York City License Department employee has been decorated on the battlefield on orders of the Secretary of the Army.

John A. Kenny, a clerk in the Department of Licenses, received the award recently for actions last June 22.

He is one of four in the Kenny family employed by the City. His parents, John Sr. and Mary, are employed in the Department of Sanitation as is his sister, Rosemary.

The citation accompanying the medal reads:

Pvt. First Class Kenny distinguished himself by exceptionally valorous actions on 22 June, 1966, while serving as a rifleman in a provisional rifle platoon near Trung Luong, Republic of Vietnam. Occupying a position in the company perimeter, Private Kenny helped repel several concentrated attacks by a reinforced North Vietnamese rifle company supported by automatic weapons. Private Kenny used his rifle, hand grenades, and bayonet in hand-to-hand combat to defend his position against the numerically superior enemy force. His tenacity and aggressive spirit served as inspiration to other members of his platoon and helped them in the defense of their positions. Private Kenny's devotion to duty and personal courage were in keeping with the highest traditions of the military service, and reflect great credit upon himself, his unit and the United States Army.

Members of Terminal Employees Local 832 to which the entire

What's Doing

Mayor Lindsay has announced the formation of a six-member Management Advisory Council consisting of top corporate executives who will work with Deputy Mayor Timothy W. Costello and his staff in streamlining management practices in City government.

The six are: Birny Mason Jr.—chairman of the board and chief executive officer of the Union Carbide Corporation, who will serve as chairman of the council; Philip D. Reed—a director of the American Express Co., Otis Elevator Co., Bigelow Sanford, Inc., Bankers Trust Company and other major corporations, who will serve as the council's vice chairman; Fred J. Borch, president of the General Electric Company, Gilbert W. Fitzhugh, chairman of the board of Metropolitan Life Insurance Company; Alfred E. Perlman, president of the New York Central Railroad, A. L. William, chairman of the executive committee of the International Business Machines Corporation.

The Mayor said the formation of the council grew out of discussions held by the City's Economic Development Council under the chairmanship of Clarence Francis. The six members will serve without pay.

Grego Named

ALBANY—Dr. Richard P. Grego is the new president of the Sullivan County Community College at \$21,500 a year. He has served as dean of the college since August.

Kenny family belongs, have scheduled a special Mass in St. Andrew's Church for the safe return of their 40-worker.

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Attorneys, State Fund Programers Map Appeals

ALBANY—The Civil Service Employees Assn. is studying a request for reallocation of civil service attorney titles in state service.

Petitions signed by 170 attorneys in various state agencies have been filed with the Association asking support for the reallocations.

Anthony Cagliostro, chairman of a special committee for the Reallocation of Attorneys' Titles, said the signatures had been obtained from competitively-selected attorneys.

The group is asking the CSEA to prosecute the appeal.

To Aid Recruitment

Cagliostro said the upgrading is necessary to help in recruiting civil service attorneys, noting that 37 of the present 241 authorized state positions for attorneys are vacant.

"The news media," he said, "has already reported that a shortage of notable proportions is beginning to develop in the pool of available attorneys. Unless the state takes urgent measures to better its competitive position, this shortage, coupled with an inevitably larger proportion of top caliber lawyers leaving for better jobs, will undoubtedly result in delayed and inadequate service to the public."

Salvato New Director

ALBANY—Joseph A. Salvato has been named associate director of the new Division of Engineering and Radiological Health in the State Health Department. His salary is \$19,540 a year.

Mr. Salvato, a licensed professional engineer, has been director of the Bureau of General Engineering and Sanitation since 1962.

Cagliostro, a career state employee, said "money per se" was not the principal motive for seeking an upward reallocation of attorneys' titles. The reallocations would promote proper recognition for the profession, he added.

State Fund Programers

Computer programers and senior programers in the State Insurance Fund are readying an appeal to be filed shortly to effectuate a title reallocation from grades 14 to 16 and grades 18 to 20 respectively.

The programers feel that the complex and responsible nature of their duties merits the contemplated action and stress the higher salaries paid similar employees in the State University and the Judicial Conference. Further, they point out the difficulty the state is now experiencing in recruiting programers at existing salary levels.

Josh Simon, of the Data and Systems Control Department, in the State Insurance Fund, currently heads a committee preparing the appeal and interested programers throughout the state are asked to contact him at 199 Church St., N.Y., N.Y. 10007.

Banquet Set

ALBANY—The second annual Plant Department Banquet of the State University of New York will be held Dec. 3 at the Polish Community Center, 288 Sheridan Ave., here. Dinner will be served at 6:30 p.m., followed by dancing until 2 a.m.

Broome Raises Mileage Rates; Clarifies Rules

(From Leader Correspondent)

BINGHAMTON—All Broome County employees who use their cars on authorized county business will collect 10 cents a mile for travel within the county.

The new rule, effective immediately, was approved by the Board of Supervisors last week.

Under the old regulations the mileage allowance was eight cents.

Maurice J. Duffy, a member of the Finance Committee which sponsored the travel-rule resolution, said that county workers whose use their cars have been

"screaming all year for this increase and their salary doesn't mean a thing as far as car expenses are concerned."

Customary Expenses

The new Broome travel regulations clarify a number of issues, including the right of the employee to be reimbursed for "reasonable, customary tipping" for such things as rooms and meal service and taxi rides while on authorized trips.

Until now tips came out of the employee's own pocket.

At the request of Norman Shadduck, 12th Ward Republican supervisor, the rules were amended to require all workers who drive their own cars on county business to carry liability insurance of at least \$50,000 for a single injury, \$100,000 for all injuries and \$35,000 for property damage.

The original proposal had been for minimum limits of \$25,000/\$50,000/\$10,000. Mr. Shadduck said the additional cost for each employee to increase his insurance limits would be about \$5.50 a year.

Several supervisors asked why the regulations did not impose spending limits for meals and hotel expenses.

Crawford, of Vestal, a lawyer, said the State Comptroller's office "has repeatedly ruled an employee is entitled to collect for reasonable expenses" once he has been authorized to make a trip.

"What is reasonable in New York City might not be reasonable

in Ithaca," he said.

The county will continue to pay eight cents a mile for car travel outside the county.

Raising of the mileage allowance to 10 cents was one of the goals of the Broome chapter of the Civil Service Employees Assn. this year.

CSEA Committee On University Meets Dec. 9

ALBANY — The first meeting of the Special State University Committee of the Civil Service Employees Assn. has been scheduled for Dec. 9 at Association Headquarters here. Ross Allen, committee chairman, announced last week.

The meeting will be devoted to a discussion of problems facing CSEA members employed by the State University, in order to prepare a realistic agenda for a meeting in the near future with Samuel Gould, president of the State University, Allen said.

Members of the committee and area of representation are:

Faculty—Michael S. Auleta, Brockport; John Gardiner, Potsdam; Andrew Hirtz, Alfred; Elmer C. Mathews, State University at Albany; and John Warren, State University at Buffalo.

Maintenance and Custodial—John Anderson, Brockport; William McCracken, State University at Buffalo; Charles E. Monroe, Farmingdale; and Silvio Sardo, Cortland.

Secretarial-Clerical—Edna Marcell, Albany Administration; Ruth Miles, Stony Brook; Anne W. Smith, Morrisville, and Christine Szymanski, State College at Buffalo.

Administrative — Alden Chadwick, Canton; John Haggerty, State University at Albany; Ernest LaVigne, Geneseo; Clifford McVinnay, Oneonta; and Thomas Putnam, Oswego.

Dec. 1 Deadline

5-Day Mardi Gras Trip, New Orleans

A five-day carnival trip to New Orleans at Mardi Gras is being offered to members of the Civil Service Employees Assn. for the first time with a program that ranges from a Mississippi River boat ride to a gala Mardi Gras ball.

Other features included in the total price of \$265 are breakfast at Brennan's French Restaurant and dinner at the Mardi Gras ball; hotel rooms, sightseeing, reserved seats for the major parades and round trip jet transportation.

This tour is open to CSEA members, their families and friends. Space is limited and immediate application should be made by writing to Mrs. Julia Duffy, P.O. Box 43, Brentwood, L.I. Deadline for sending deposits to assure reservations is Dec. 1.

Monroe Pay Raise OK'd

ROCHESTER — County Manager Gordon A. Howe's 1967 budget was approved last week by the Monroe County Board of Supervisors with a general 5 per cent pay increase for the county's nearly 4,000 employees.

The budget was adopted unchanged except for salary increase to six top county officials, who all received higher salaries due to the board's salaries and personnel committee than those recommended by Howe.

Approval came on a party-line vote after 20 minutes of bickering following a budget hearing.

The original general salary increases proposed by Howe resulted from recommendations made by the Monroe Chapter of the Civil Service Employees Assn., headed by Vincent A. Alessi.

The new pay scales follow a seven per cent pay hike adopted by the board last year and effective for county employees this year.

MHEA Expansion Reported During Semi-Annual Meet

BUFFALO — The Mental Hygiene Employees Assn. has grown to 6,837 members, according to a report filed by Mrs. Doris Blust, MHEA secretary-treasurer, during the semi-annual meeting of the association here recently.

Also reported on at the meeting were the results of talks between Commissioner Alan D. Miller and MHEA president Frank Costello, Jr. and other officers and consultants.

Retirement bills pending, the status of laundry worker and practical nurse appeals and the proposed reorganization of the safety officers' department were discussed by Sam Cipolla, MHEA consultant.

Following the meeting, delegates attended a social hour arranged by Marie Donaldson, first vice-president.

Other officers of the association include Clarence Laufer, Jr., second vice-president; Rebella Eufemio, third vice-president and Irene Hillia, fourth vice-president.

College Trustee

ALBANY—Mrs. Walter C. Tresselt of Lewiston has been reappointed to the Board of Trustees of Niagara County Community College for a term ending June 30, 1975.



GOWANDA INSTALLS—Vito Ferro has been installed as president of the Gowanda State Hospital chapter, Civil Service Employees Assn., at ceremonies attended by Statewide Association officers and representatives of the CSEA's Western Conference. Installed were, front row, left to right: Gunnard Nelson, delegate; Sophia Jonak, secretary; Robert Carpus, treasurer; Charles Clorius, chairman of the election committee who received the oath of office for Joseph Paulucci, absent because of illness and Ferro. Standing, same

order, are guests attending the installation: Henry Gdula, CSEA field representative; Theodore Wenzl, statewide first vice-president; Lawrence Barning, Mental Hygiene Department, representative for the Statewide Association and second vice-president of the Western Conference; Harold Kumpf, toastmaster; Virginia Halbert, third vice-president of the Conference; Vernon Tapper, second vice-president of the CSEA, Victor Neu, delegate and John Hennessey, CSEA treasurer.

\$ UP TO \$

\$10,000

In the event of accidental death or dismemberment ALL NEW for members of the Civil Service Employees Association presently covered by the Accident & Sickness Disability Income Plan.

WORLD-WIDE COVERAGE

24 Hours A Day Every Day Of The Year

During an initial enrollment period of 90 days this benefit is available without underwriting to all CSEA Accident & Sickness policyholders under the age of 60.

No longer is it necessary to buy separate Travel Insurance.

BENEFITS: For Accidental Loss of:

Life	\$10,000
Both Hands or Both Feet or Sight of Both Eyes	\$10,000
One Hand and One Foot	\$10,000
Either Hand or Foot and Sight of One Eye	\$10,000
Either Hand or Foot	\$ 5,000
Sight of One Eye	\$ 5,000

RATES: Bi-weekly Premium

MALE (Office & Clerical Workers)	MALE (All Others)	FEMALE (Office & Clerical Workers)	FEMALE (All Others)
35¢	57¢	28¢	41¢
\$25,000 Available to Office & Clerical Workers			
MALE		FEMALE	
87¢		68¢	

The exclusions of this rider relate to suicide, war, service in the Armed Forces and certain aircraft hazards.



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Part Time Xmas Jobs

With the pre-Christmas shopping season fast approaching, City stores will need to increase their normal staff of sales and stock employees.

The thousands of vacancies, quickly being filled, offer excellent opportunities for civil service employees to supplement their salaries.

Previous retail experience is desirable for applicants for sales jobs. Applicants for stock jobs should be able to read stock labels or shipping instructions. Apply for these jobs weekdays at the Sales and Merchandising Offices, 16 East 42nd Street in Manhattan.

Westchester Sels Supervising Clerk For Libraries

Applications are being received up through Dec. 2 for a civil service examination for the position of supervising clerk, Westchester Library System (Yonkers Unit) with a salary range of \$5,565 to \$6,815.

The examination will be held on Jan. 7. Candidates must have been legal residents of Westchester County for at least four months immediately preceding the date of the written test.

Further information and applications can be obtained at the Westchester County Personnel Office, Room 700, County Office Building, White Plains.

Yorktown Seeking Water Meter Reader

Applications will be received through Dec. 2, for a competitive examination for the position of water meter reader, Town of Yorktown, with a salary range of \$5,500 to \$6,500.

The examination will be held on Jan. 7. Candidates must have been legal residents of Westchester County for at least four months immediately preceding the date of the written test. Preference may be given to successful candidates who have been legal residents of the Town of Yorktown for the same length of time.

Further information and applications can be obtained at the Westchester County Personnel Office, Room 700, County Office Building, White Plains.

Jobs As Helpers Pay \$2.40 An Hr. In Washington Area

The Federal Government needs helpers at \$2.40 per hour in many blue-collar occupations in the Washington area. Applicants are not required to have had previous training or experience, but must pass a written test. These jobs may lead to promotion in various trades.

For further information, contact the Interagency Board of Civil Service Examiners, 1900 E Street, NW, Washington, D.C. or telephone (202) 343-7341.

Medicals For Photographers

Eighteen candidates for photographer jobs with New York City were given medical exams recently.

Where to Apply For Public Jobs

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

CITY

NEW YORK CITY—The Applications Section of the New York City Department of Personnel is located at 49 Thomas St., New York 7, N.Y. (Manhattan). It is three blocks north of City Hall, one block west of Broadway.

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

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

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

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

STATE

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

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

FEDERAL

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

Hours are 8:30 a.m. to 6 p.m., Monday through Friday. Also open Saturdays. Telephone 264-3311, 9 A.M.-1 P.M.

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.

Filing Closes Dec. 5 For 23 State Competitive Tests; 5 Others Will Remain Open

The State Civil Service Department is accepting applications until Dec. 5 for the Jan. 7 open-competitive examination series. Included in this series are 21 exams.

Applications for three additional open-competitive examinations are being accepted on a continual basis. These exams are held frequently.

Also offered are two sanitary engineer examinations to be held Jan. 21. Applications for these tests must be filed by Dec. 19.

The following is a complete listing of the Jan. 7 examinations:

Civil engineer (Traffic), assistant, exam number *21-173, \$8,825 to \$10,670.

Civil engineer (Traffic), senior, exam number *21-182, \$10,895 to \$13,080.

Chief clerk, Bronx County, exam number 40-220, \$8,200 to \$10,300.

Director of nursing, assistant, exam number 21-069, \$8,365 to \$10,300.

Director of nursing (Rehabilitation), exam number 21-070, \$9,795 to \$11,805.

Director of nursing (Rehabilitation), assistant, exam number 21-071, \$8,365 to \$10,125.

Farm employment representative, exam number 21-176, \$5,940 to \$7,280.

Field representative (Comm. on Human Rights) exam number 21-188, \$8,825 to \$10,670.

Field representative (Education), exam number 21-189, \$9,932 to \$10,670.

Field representative (Office of Economic Opportunity) exam number 21-190, \$9,795 to \$11,805.

Field representative (Comm. on Human Rights), senior, exam number 21-191, \$10,330 to \$12,430.

Labor mediator (oral test to be held in Jan. also) exam number 21-174, \$11,490 to \$13,765.

Maintenance supervisor, exam number 21-178, \$6,675 to \$8,135.

Maintenance supervisor, senior, exam number 21-179, \$7,475 to \$9,070.

Maintenance supervisor, head, exam number 21-180, \$8,825 to \$10,125.

Motor vehicle inspector, exam number 21-181, \$6,675 to \$8,135.

Professional education assistant, exam number 21-170, \$8,365 to \$10,125.

Purchase specifications writer (Fuels) senior, exam number 21-225, \$10,895 to \$13,080. (Oral exam to be held in February).

Sanitary engineer (Design), assistant, exam number 27-180, \$8,825 to \$10,670.

Sanitary engineer (Design), assistant, exam number 27-180, \$8,825 to \$13,080.

Sanitary specifications writer, assistant, exam number 27-182, \$8,825 to \$10,670.

The three examinations for which applications are being accepted on a continuous basis are:

Insurance examining trainee, with a salary of \$6,300 for the

Your postmaster suggests: Use ZIP code numbers to help speed your mail — Use them in all addresses.

The two examinations to be held Jan. 21 are:

Sanitary engineer, associate, exam number *21-183, \$13,500 to \$16,050.

Sanitary engineer, principal, exam number *21-137, \$16,654 to \$19,590.

*New York State residency not required.

No Prefiling Necessary

Laboratory Aide Jobs With City Pay \$4,550 To Start

The New York City Department of Personnel is seeking to fill vacancies as laboratory aide in various City departments. These positions are in salary grade 10 with salaries of from \$4,550 to \$5,990 a year.

No advance filing is required for this examination but candidates will fill out their application papers when taking the written examination on January 28 at Brandeis High School, 145 West 84 St., Manhattan. The school is convenient to the 86th Street Station of the IRT's Number 1, Broadway local or the Independent subway's AA, BB or CC trains.

Those who cannot take the test at the time scheduled because of religious belief should come to the Examining Service Division of the Department of Personnel, 55 Thomas St., N.Y.C. at least one week prior to the exam date to arrange for the administration of the test at a different time and place.

This position requires graduation from a senior school and one year of satisfactory experience in a bacteriological, biological or chemical laboratory or at least three units of high school science courses including one unit in chemistry and one in biology or a satisfactory equivalent.

The written examination will count 100 per cent of the final

mark with a 70 per cent passing mark required. It will consist of questions on basic laboratory terminology, procedure, equipment, general chemistry bacteriology, measurements and arithmetic, elementary clinical chemistry and chemical analysis.

U.S. Stenos Are Needed: To \$4,776

Applications for positions as stenographers and typists are being accepted on a continuous basis by the United States Civil Service Commission. These jobs are located both in the New York City and Washington, D.C. areas.

Salary ranges are \$3,925 to \$4,269 per year for typists and \$4,269 to \$4,776 for stenographers.

Graduation from high school is a requirement. From six months to one year of experience is also required.

For further information and applications, contact the Office of the U.S. Civil Service Commission, 220 East 42 St., N.Y. City.

Shoppers Service Guide

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



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The City-wide telephone number to call in emergencies to summon either police or ambulance is 440-1234.

Planners Sought

Applications are being received up through Dec. 2, for civil service examinations for the positions of planner (planning), salary range \$7,480 to \$9,600 and assistant planner (planning) with a salary range of \$6,160 to \$7,920.

The examinations will be held on Jan. 7. Candidates must have been legal residents of New York State for at least four months immediately preceding the date of the written tests.

Further information and applications can be obtained at the

Westchester County Personnel Office, Room 700, County Office Building, White Plains.

State Computer Programmer Exam

New York State is accepting applications on a continuous basis for the position of computer programmer which pays from \$6,675 to \$8,135 a year.

For further information contact the State Department of Civil Service, the State Campus, Albany and refer to the examination numbers 27-100.

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TUESDAY, NOVEMBER 29, 1966

A New Goal

NEGOTIATIONS to continue moving State employees to a salary par with their counterparts in private industry will begin soon by the Civil Service Employees Assn. and several new approaches to this problem have been proposed. Success in this matter could set a new pattern for government bodies everywhere and the 1967 negotiations between CSEA, the Rockefeller Administration and the Legislature leaders will be of great interest to all public employees.

The Employees Association is, first of all, insisting on a modernization of the State's salary schedule by revising all pay grades up two steps for all employees. In addition—as part of an overall plan to increase the real value of take-home-pay after taxes—CSEA wants overtime pay, improvements in the non-contributory retirement system and payment in cash for unused sick leave upon retirement.

Of even greater profundity, however, is the fact that the Employees Association wants the State to lend its efforts to insure local government employees of receiving any benefits that State workers win. Town and county wages in large areas of the State are appallingly substandard. CSEA action, in the past, has brought relief by having many of their victories mandated or made permissive for political subdivisions. Success in the passing on of wage gains, too, would mark an historic point in employee representation. It is a goal to which the Civil Service Employees Assn. is deeply dedicated in 1967.

Partners With Death

COMPILATIONS just completed on the vacation credit due the 12 New York City Firefighters killed in the line of duty last month in Madison Square, show that each man involved had vacation credit due him.

This credit, for one, Deputy Chief Thomas Reilly, amounted to some \$1,700. For the others, it ranged upwards from \$100. Death, and the present law, cheated their widows out of this money.

It has been said many times before that New York City makes itself "A partner with death" in this matter. Numerous pieces of legislation have been introduced which would have corrected this inequity, but to no avail.

It would be possible for the City to make these payments through an executive order of the Mayor—without waiting to again introduce a bill before the State Legislature.

These men gave their lives to New York City. Must they also give their vacation pay? We urge the Mayor to correct this grave injustice by paying the money to their next-of-kin.

SOCIAL SECURITY



Questions and Answers

What if I am away from home in another state, will my hospital insurance still pay for my care?

Your hospital insurance protects you no matter where you are in the United States. Your red, white and blue Health Insurance card is proof of your protection.

"Now that I have signed up for Medicare, should I drop the hospital insurance policy I have with a private insurance company?"

You may also wish to consult your insurance agent for more information about new policies that are available to you when you start receiving protection under Medicare. Many private insurance companies and Blue Cross plans have developed new health insurance policies that supplement the protection received under Medicare.

LETTERS

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

Injustice To Clerks

Editor, The Leader:

I would like to call your attention to a discriminatory and grave injustice against the clerical workers by the State of New York.

While many thousands of positions have been up-graded in recent months, a large group known as office personnel has been passed by. This is an abuse of long years' standing.

I have often wondered what would happen to our executives in Albany and elsewhere if they did not have their clerks, stenographers, typists, accountants, etc. to carry on their office work. I imagine there would be utter chaos and yet very few of those in authority ever come to their employees' aid, which is now needed to correct this injustice.

Many positions in the State now have in-training for the jobs that are performed. This is not true of office personnel—they must come prepared to take on their duties, in whole, as soon as they are employed and these duties are many and varied which require tact and good judgment, especially in dealing with the public.

I would also like to point out that there are many office employees who are still on a forty hour week, while many others performing similar duties enjoy the thirty-seven and one-half hour week. This thirty-seven and a half-hour week must come as it is a matter of principle for these employees.

Howard R. Chase

Unhappy Attendant Receives Less Pay

Editor, The Leader:

I am a very unhappy civil service employee.

For I am one of the senior attendants who took the test and passed. But the item was taken from me and given to some one with fewer years in the service. I am continuing to do the same work which I was doing right along, but with less pay. I don't think this is fair.

A Disappointed 8 year Civil Service Employee

Senior Attendant Speaks For Exam

Editor, The Leader:

With regard to the senior attendants: this was a fair exam, open to all attendants after a certain number of years. No one needed special permission to take it. Everyone had an equal chance to take the exam, as it was not limited to the "higher ups."

The ones complaining are living in the past, where only certain people used to get the better wards or jobs.

All the senior attendants that took the exam had their share of galloping on all "shifts and buildings." There was no fee charged to take the exam. It made certain people put on paper some of the things they were capable of doing. Were the falling ones incapable of doing these things?

Senior Attendant
10 yr. Employee

(Continued on Page 11)

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.")

Lines Of Promotion

INSOFAR AS practicable vacancies in positions in the competitive class of the Civil Service shall be filled by promotion. This class includes all positions for which it is practicable to determine merit and fitness by competitive examination. Section 52 of the Civil Service Law limits eligibility to participation in promotional examinations to persons in a lower grade in the direct line of promotion in the Department in which the vacancy exists. However, if it is impracticable to restrict eligibility in this manner, the Civil Service Department may broaden the base of eligibility to include positions in related or collateral lines of promotion.

RECENTLY, Justice George Postel considered an application to set aside eligibility requirements specified by the Civil Service Department of the State of New York for certain civil service examinations (*Cave v. Krone*, New York Law Journal, November 9, 1966).

THREE CIVIL service examinations were involved, the announcement for which was issued on April 1, 1966 by the Department of Civil Service. Persons in any one of fourteen specified civil service titles were declared eligible to participate in the examinations.

SOME OF THE *Cave* petitioners are unemployment insurance tax auditors who were excluded from the examinations because the titles they held were not among the fourteen qualifying titles. They contended that they should be permitted to take the examinations because they performed investigative work appropriate for the higher titles.

A FURTHER contention, in which all of the petitioners joined, was that certain persons included in the fourteen titles were wrongly declared eligible for admission to the promotional examinations because they lacked the prior qualifying experience. Overruling both contentions, the Court first disposed of the petitioners' opposition to the training and experience qualifications accepted for eligibility for promotion.

THE POSITIONS to which promotions were sought were in the Division of Employment of the Department of Labor. The Civil Service Department consulted with the Division before determining which titles qualify the employee for promotion. The Division changed its position after decision had been reached, and requested that the original determinations of eligibility be modified. However, the suggested modifications were rejected by the Civil Service Commission.

THE COURT found that all the persons holding the fourteen qualifying titles were in direct, related or collateral lines of promotion, and that they had competence in investigative work. The Court held that, accordingly, they were fully qualified to take the examinations.

IN REACHING this conclusion the Court distinguished *Valdes v. Krone* (Column of June 28, 1966). The *Valdes* case was clearly one in which there was no need for expanding beyond those in the direct line of promotion the field of eligibles for higher positions in the Division of Employment.

CONCERNING the aspect of the petition seeking to include the unemployment insurance tax auditors in the examinations, the Court held that the Commission's fixing of the minimum requirements for participation in an examination was not to be interfered with if a fair argument can be made to sustain its action. This is true even though the Court may differ from the Commission's judgment.

THE PETITIONERS who are unemployment insurance tax auditors are eligible for promotional examinations within their own line of promotion to which the door would be closed to some of the persons in the fourteen qualifying titles. While these petitioners perform investigative work, it was not within the scope of their titles. Such "out of title" work may not qualify them for the higher title. Such "out of title" work is not in the "direct line of promotion" specified by Section 52.

WHILE IN THE *Valdes* case the Commission argued in favor of a broadened promotional base, the Commission in the *Cave* case actually opposed such broadening. Legally, the Commission's position seemed sounder in the *Cave* case, and the Court concluded that the Commission had not acted arbitrarily or capriciously in restricting eligibility requirements to positions requiring competence in investigative work.

U.S. Service News Items

By JAMES F. O'HANLON

Health Benefits Open Season Enters Last Days

The open season for the Federal Employees Health Benefits Program ends Nov. 30. Until this time, eligible employees who are not enrolled may enroll and employees and annuitants who are already covered under a participating plan may change from one plan, option, or type of coverage (self-only or family) to another. Changes made during the open season will be effective beginning with the first full pay period in January 1967.

Employing agencies have already distributed to employees open season instructions and brochures on the two Government-wide plans (Indemnity Benefit plan and Service Benefit plan) and on comprehensive medical plans. The Commission has mailed to each member of an employee organization with a participating health benefits plan a brochure on that plan. An employee who wants the brochure of an employee organization plan which he is eligible to join may request it from his employing office.

Cost Of Living Pension Boosts Set If Consumer Index Stays At 113.6

The Consumer Price Index for October will have to be 113.6 or higher to trigger a cost-of-living increase in the annuities of the more than 750,000 retired Federal employees and survivors now on the civil service retirement rolls, the Civil Service Commission has

revealed. The CPI reached 113.6 last August and 114.1 in September. Under the law, the CPI must retain at least a three percent increase over the base month (in this case July 1965 at 110.2) for three months in a row to result in a cost-of-living increase in annuities.

Federal employees who retire on or before December 30 will also receive any cost-of-living increase plus a one percent increase. The one percent increase stems from a 1962 law which increased annuities on a sliding scale from five percent for those retiring in 1962 to one percent for those retiring in 1966.

Cost-of-living annuity increases become effective the first day of the third month following the three-month period. In this case, if the CPI for October is at least 113.6, the annuity increases will be effective January 1, 1967. The earliest possible date they could be included in annuity checks would be those of Feb. 1, 1967, which pay the annuities earned in the preceding January.

Because the cost-of-living increases are granted automatically, the Commission noted that annuitants need not write to the Commission to obtain them.

State Labor Mediators Earn \$11,490 up; File Until Dec. 5

Applications for an oral examination for labor mediator will be accepted by New York State until Dec. 5. These positions, open in the Department of Labor's Board of Mediation, have a starting salary of \$11,490, with five annual increases to \$13,765.

Labor mediators confer with the principals in labor disputes, propose alternate settlements, and may serve as arbitrators.

Applicants must have seven years experience as participants in collective bargaining negotiations, mediation and arbitration.

Probation Officer Positions Ready

Applications are being accepted on a continuous basis by the New York State Civil Service Commission for the positions as probation officers. These positions, located throughout the State, have starting salaries as high as \$6,440 a year.

Both college graduates and college seniors may apply for these jobs, although a B.A. is necessary in order to be appointed.

Written examinations are given periodically and therefore no appeal or review of test papers will be allowed.

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

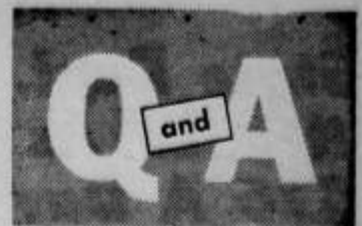
Motorman Practical Test

Some 48 motorman candidates were given practical examinations last week by the Department of Personnel in conjunction with the Transit Authority.

or as representatives of labor or management in settling grievances. Candidates with a bachelor's degree need only five years experience, and those with a law degree or a graduate degree in labor relations or economics can qualify with four years of appropriate work experience.

The list resulting from the January exam will be used to fill positions in New York City, Albany, Syracuse and Buffalo. The job involves extensive travel.

For further information and an application, write Recruitment Unit No. 318, New York State Department of Civil Service, State Campus, Albany, N.Y. 12226.



QUESTIONS AND ANSWERS . . .

. . . about health insurance

by William G. O'Brien

Blue Cross-Blue Shield Manager,

The Statewide Plan



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

Q. I understand that not all hospitals are participating in the Medicare program. How can I find out if a particular hospital in my city is participating?

A. Your doctor will know and, of course, the hospital itself can tell you. Or, you could ask your local Social Security office.

Q. I understand that Medicare benefits are available only in the United States. Will my Statewide Plan continue to cover me outside of the United States?

A. Yes. You are correct in that Medicare benefits are available only in the 50 states and possessions of the United States. Your Statewide Plan benefits, however, are worldwide and you will be covered under the Statewide Plan for any covered expenses incurred outside of the United States and its possessions. This is only one of the ways in which your Statewide Plan will supplement Medicare benefits for those over 65 years of age.

Q. I have had individual Statewide Plan coverage for several years. My husband recently changed jobs and the new company he works for does not provide health insurance. Can I change to family coverage and cover my husband on my Statewide Plan?

A. Yes. Your husband is an eligible dependent under the Statewide Plan. However, since you did not enroll him when he was first eligible, you will have to submit a medical questionnaire covering his health history in order for him to be considered for enrollment. Your payroll or personnel office has the necessary forms you will need to make this change.

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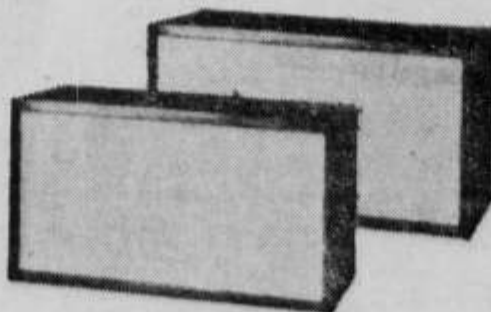
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State Dept. Interpreters Needed As Companions; \$26 A Day & Expenses

Opportunities to serve as escort interpreters are being offered by the U.S. State Department to men and women fluent in one or more foreign language and in English. Those who meet the requirements for these positions will accompany foreign dignitaries, student leader groups, and technicians on their travels within the United States and interpret for them at professional interviews and meetings.

Beginning salaries range from \$20 to \$26 a day per day worked, which usually includes Sat-

urdays and Sundays, plus free transportation and a daily allowance of \$16 to \$18 to cover hotels, meals and other expenses. The work is generally intermittent, assignments lasting from one to three months.

Applicants must have a broad educational background and, in

addition to English, be fluent in one or more of the following languages: Afghan, Persian, Amharic, Arabic, Bulgarian, Finnish, French, Chinese, Cantonese, Mandarin, Taiwanese, Danish, Greek, Icelandic, Italian, Japanese, Korean, Malay, Norwegian, Persian, Portuguese, Rumanian, Serbo-Croatian, Spanish, Thai, Turkish and Vietnamese.

U.S. citizenship is required for language specialists in Bulgarian, Rumanian and Serbo-Croatian. For other language specialists, citizenship is preferred but not essential.

For applications forms, write the U.S. Department of State, Division of Language Services, Room 2212, Washington, D.C. 20520. Nov. 30 is the deadline for re-

Filing Will Open For Supervisor III Exam

The New York City Department of Personnel has announced the opening of filing for a promotion examination to Supervisor III in the Department of Welfare. This grade 25 position has a salary range of \$9,850 to \$12,250 per year.

Applications will be issued and accepted by the Department of Personnel's Application Section, at 49 Thomas St., Manhattan, from Dec. 1 through Dec. 21. Applicants should not attempt to contact the Personnel Department before the opening of the filing

turning applications to the above address.

Bootleggers - Beware!

ALBANY—The State Tax Department has set up a new, 24-hour telephone service in its New York City office to fight cigarette bootlegging.

The department also is adding some 60 additional tax investigators to beef up its excise tax enforcement staff.

Cigarette smuggling into the State rose sharply after the recent tax hike.

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"when the chips are down..."

A LETTER TO H.I.P.

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

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

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

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

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

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



HEALTH INSURANCE PLAN OF GREATER NEW YORK
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The Job Market

By V. RAIDER WEXLER

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

Let's take a look at industrial jobs. In Manhattan there are a number of openings for **CYLINDER PRESSMEN**. The pay range is \$100 to \$125 a week depending on experience. **OFFSET PRESSMEN** are also needed at \$100 to \$150 a week. **BUTTON MAKERS** experienced in operating a kick-press can get jobs paying \$1.76 to \$2.00 an hour. **MESSENGERS** are wanted to make deliveries by hand and hand-truck. These jobs pay \$50 to \$67.00 a week. Apply at Manhattan Industrial Office, 255 West 54th Street, New York City.

In Queens, many openings exist for experienced **MACHINISTS** and **MACHINE TOOL OPERATORS**, first or second class. The pay is \$2.50 to \$4.00 an hour. Fully experienced **ELECTRONIC TECHNICIANS** are also in demand. These jobs pay from \$90 to \$125 a week depending on experience. **WIRERS** and **SOLDERERS** on radio, TV and/or hi fi equipment with good production line experience are also needed. The salary range is \$1.60 to \$1.75 an hour. Experienced **ELECTRICIANS** who have their own tools and an operator's license are wanted to do industrial, commercial and residential wiring. The pay is \$3.00 an hour depending on experience. Apply at the Queens Industrial Office, Chase Manhattan Bank Bldg., 42-15 Crescent Street, Long Island City.

In New Rochelle, **TOOL** and **DIE MAKERS** for small precision camera parts are wanted. Must have at least 5 years experience. The pay is \$3.56 to \$3.88 an hour. Also needed by camera manufacturers are **LATHE OPERATORS** who can work from blue prints and schematics. The pay is \$2.93 to \$3.19 an hour. Optical instrument manufacturers are also looking for **LATHE OP-**

State Is Offering Careers As Recreation Instructors; From \$4,465 To \$7,280

New York State is seeking applicants to fill positions as recreation instructors and assistant recreation instructors. Assistant recreation instructors earn from \$4,465 to \$5,545 a year. Recreation instructors have a salary of \$5,940 to \$7,280.

New York State residence is not a requirement for either of these positions which are located throughout the State in the De-

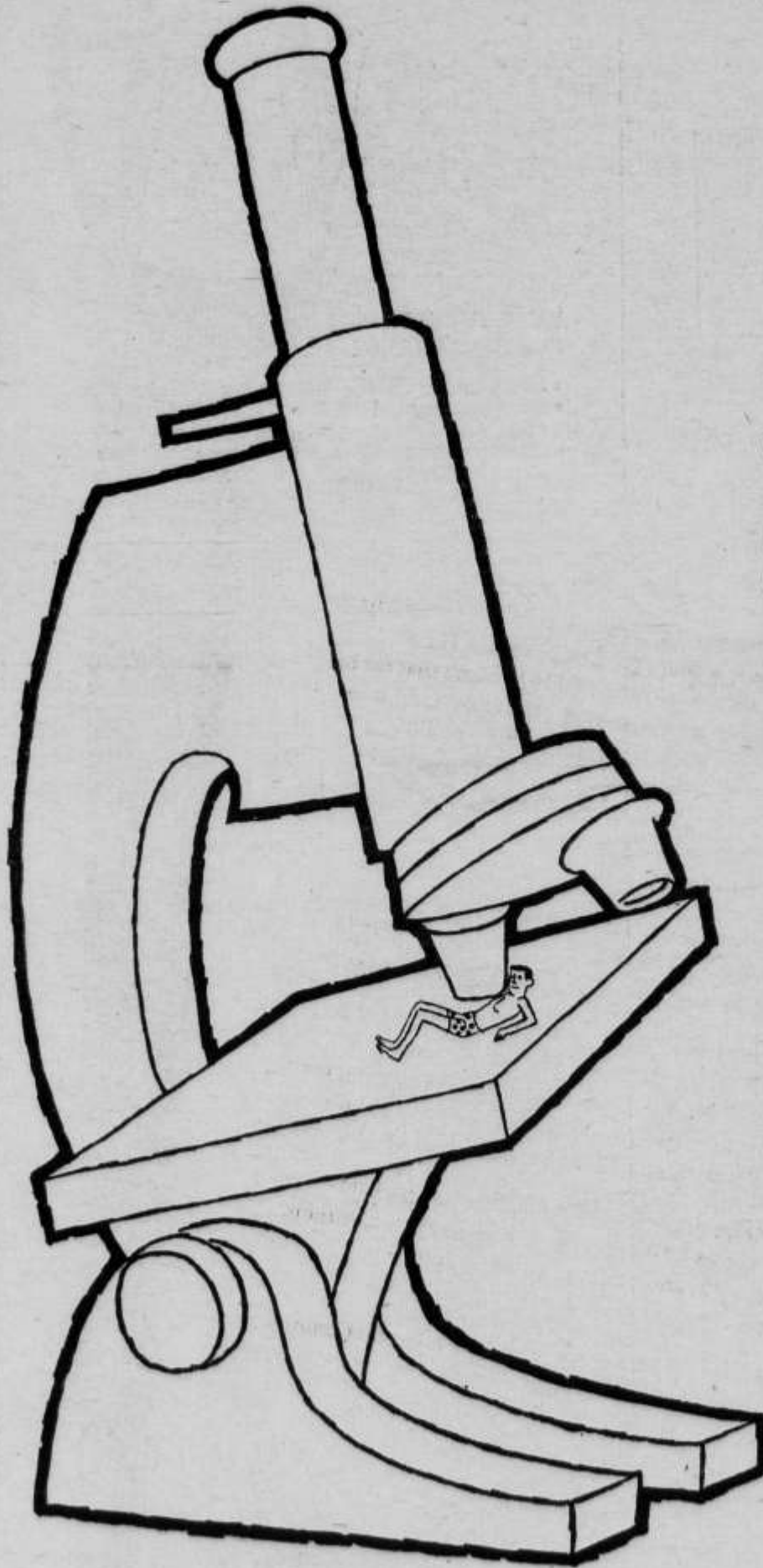
partments of Health, Mental Hygiene, and Social Welfare.

Candidates for the position of assistant recreation instructor

must be high school graduates and in addition have either two years of college, one year of recreation work, or a satisfactory combination of the above.

To qualify for the recreation instructor position, candidates must be college graduates and have either fifteen semester hours in subjects relating to recreation, six months of recreation experience, or a satisfactory combination of the above.

For further information and applications, contact the State Department of Civil Service, The State Campus, 1220 Washington Ave. Albany, N.Y.



WHAT DOES "EARLY DIAGNOSIS" MEAN?

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Early diagnosis means your doctor can treat you fast—while whatever you have can be arrested or cured without too much trouble. That's why GHI's Family Doctor contract with Civil Service workers provides for first-dollar coverage. As a GHI subscriber, you have nothing to lose—and everything to gain—by seeing your doctor promptly when something's wrong.

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 Phone: SP 7-6000

Nursing Careers Offered Both Here and Abroad

The Federal Government is seeking applicants for nursing career jobs. The positions, for which filling is open continuously, are located in various parts of the United States, as well as abroad. Staff nurses, head nurses, nurse supervisors, and operating room

nurses will earn salaries ranging from \$4,345 to \$10,635.

For further information, contact the New York City Regional

Office of the U.S. Civil Service Commission at 220 East 42nd Street, and ask for announcement 128.

Use Zip Codes—It's faster that way.

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, Dec. 11

- 4:00 p.m.—City Close-up Solomon Hoberman interviews. Guests to be announced.
- 6:00 p.m.—Human Rights Forum — Panel discussion concerns American democracy.
- 9:30 p.m.—Viewpoint on Mental Health—"Workshop for Rehabilitation."

Monday, Dec. 12

- 3:30 p.m.—Teacher Training — Innovations In Education.
- 4:00 p.m.—Around the Clock — N.Y.C. Police Department training program.
- 4:30 p.m.—Profile (live) — John Carr interviews.
- 6:00—Community Action (live)— "A Century of Social Science."
- 7:30 p.m.—On the Job—N.Y.C. Fire Department training program.
- 10:30 p.m.—Safe Driving—Film series illustrating safety measures.

Tuesday, Dec. 13

- 3:30 p.m.— Teacher Training — And Gladly Teach "Evaluating A Lesson."
- 4:00 p.m.— Around the Clock — N.Y.C. Police Department training program.
- 4:30-5:30 p.m.—United Nations General Assembly (when held).
- 7:00 p.m.—Viewpoint on Mental Health—"The Prison Psychiatrist."
- 7:30 p.m.—Human Rights Forum (live) — Ramon Rivera moderates.

Wednesday, Dec. 14

- 3:30 p.m.—Teaching Training — America's Cultural Heritage.
- 4:00 p.m.— Around the Clock — N.Y.C. Police Department training program.
- 4:30 p.m.— Profile (live) — John Carr interviews.
- 5:30 p.m.— Safe Driving — Films illustrating safety measures.
- 7:30 p.m.—On the Job—N.Y.C. Fire Dept. training program.

Thursday, Dec. 15

- 3:30 p.m.— Teacher training — Probing the Physical World.
- 4:00 p.m.— Around the Clock — N.Y.C. Police Department training program.
- 4:30-5:30 p.m.—United Nations General Assembly (when held).
- 7:30 p.m.—On the Job—N.Y.C. Fire Dept. training program.

Friday, Dec. 16

- 3:30 p.m.— Teachers Training — Guiding the Learning of Atypical Children.
- 4:00 p.m.— Around the Clock — N.Y.C. Police Department training program.

Saturday, Dec. 17

- 7:00 p.m.— Community Action — "A Century of Social Service."
- 7:30 p.m.—On the Job—N.Y.C. Fire Dept. training program.
- 8:30 p.m.—Casper Citron Interviews.

School Named

Intermediate School 61, Queens, at 99 St. and 50 Ave., Corona, has been designated by the Board of Education as the Leonardo Da Vinci Intermediate School in honor of the Italian artist, scientist and major figure in the High Renaissance in Florence, Milan and Rome. The school opened last September.

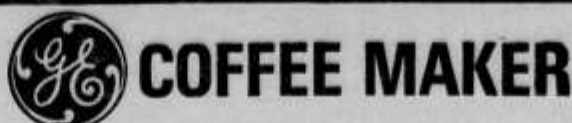
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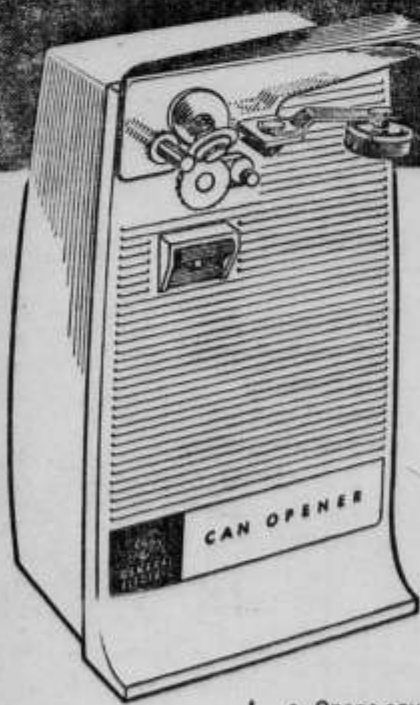


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LETTERS TO THE EDITOR

(Continued from Page 6)

Give A Break To Older Employees

Editor, The Leader:

I am one of those that failed the test for senior attendant, but who still must do the same work, with pay reduced.

I don't see why they did not give the test before they gave the items. Why give the items first, give the test, then take away the items, and give them to new employees?

Don't you think the older employees desire the item after so many years of service? If there is such a thing as a senior attendant, I do not think the older employees desire it.

The older employees are experienced enough and smart enough to have done the work for many years. All at once they are too dumb. When it comes to an item or raise, then it is given to the new employees. They may be smart in exams but when it comes to experience, they don't know the time of day.

It is a hurting thing when new

LEGAL NOTICES

CITATION. — THE PEOPLE OF THE STATE OF NEW YORK, By the Grace of God Free and Independent. TO: SAMUEL WOURSELL, FRANK P. HAYES, individually; ATTORNEY-GENERAL OF THE STATE OF NEW YORK; ABRAHAM H. KAISER; FRANK P. HAYES, as a Trustee under the Will of ABRAHAM WOURSELL; FIRST NATIONAL CITY BANK, as a Trustee under the Will of ABRAHAM WOURSELL; HILDEGARD HURST, formerly known as HILDEGARD WOURSELL; SUSANNA DOPFER a/k/a SUSANNA WOURSELL, an infant under the age of fourteen years; Unborn issue of Susanna Dopfer a/k/a Susanna Woursell; WOURSELL MEATS, INC.; KATHERINE, a/k/a LOLA, WOURSELL; PAULA WOURSELL ROSS; being the persons interested as creditors, legatees, devisees, beneficiaries, distributees, or otherwise in the estate of ABRAHAM WOURSELL, deceased, who at the time of his death was a resident of the City and County of New York, SEND GREETING: Upon the petition of FIRST NATIONAL CITY BANK, formerly CITY BANK FARMERS TRUST COMPANY, having a principal office and place of business at 399 Park Avenue, New York, New York.

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 16th day of December, 1966, at ten o'clock in the forenoon of that day, why the Second and Final Account of Proceeding of FIRST NATIONAL CITY BANK, formerly CITY BANK FARMERS TRUST COMPANY, and FRANK P. HAYES, as Executors, should not be judicially settled, why Paragraph "EIGHTH" of said decedent's Will should not be construed to determine the construction or effect of Paragraph "EIGHTH" of said Will and to adjudge and decree whether the lease annexed to the Petition has terminated, why Paragraph "TWENTY-NINTH" of said lease should not be construed to determine its construction or effect, and why such other and further relief should not be granted as may be just and proper.

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

WITNESS, HON. JOSEPH A. COX, a Surrogate of our said county, at the County of New York, the 4th day of November, in the year of our Lord one thousand nine hundred and sixty-six.

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

SUPREME COURT OF THE STATE OF NEW YORK, COUNTY OF BRONX. In the Matter of the Application of SAMUEL BURCH, Petitioner, For an Order Dissolving his marriage with LILLIE MAY BURCH, Respondent, Under Art. 12 of Domestic Relations Law.

PLEASE TAKE NOTICE that a petition has been presented to this Court by SAMUEL BURCH, your husband, for dissolution of your marriage on the ground that you absented yourself for five successive years last past without being known to him to be living and that he believes you to be dead, and that pursuant to an order of said Court, dated the 16th day of November, 1966 a hearing will be had upon said petition at the said Supreme Court, Special Term, Part 1 at the Courthouse, 851 Grand Concourse, Bronx, New York, on the 10th day of February, 1967 at 9:30 o'clock in the forenoon.

Dated: Bronx, New York, Nov. 16, 1966. SAMUEL BURCH, Petitioner. CONRAD J. LYNN Attorney for Petitioner Office & P.O. Address 401 Broadway New York City.

employees start pushing around the older ones. Give back the older employees their items. Let the new employees get them after they have put in from ten to fifteen years of work. Why not give the older employees a break?

The new employees will have their chance, if they stay long enough with State Service. We are growing older and will be retiring and out of their way.

A very unhappy Civil Service Employee

REMEMBER, A 30-year old firefighter was killed recently while responding on a false alarm!

Veterans Plea

Editor, The Leader:

I think it's high time we spoke out and let the people of the State at least hear our plea. I have been an employee of the State of New York for almost eight years and I've talked to many other veterans like myself who say "It just isn't fair." Why should the man who enlists into active military service, while employed by the State, be given full credit towards his retirement, and on the other hand, the man who prefers to go right into the service upon completion of his schooling, and then seek employment

with the State, have to chalk up his time in the service as lost?

I should think military service be given at least some consideration when a person is hired. In a sense the man who gets his military obligation over with before going to work for the State is not inconveniencing them by going on an indefinite leave of absence, and thereby requiring the State to look for someone to replace him on a temporary basis.

Naturally, it would be understandable that the State have certain restrictions on such a ruling; kind of discharge, length of time on active duty, etc.

The general feeling and the main reason why most of the veterans are of the opinion that it is unfair, is that it's considered one of those ticklish situations where it should be all or none at all.

RICHARD J. ROBERTS Dannemora, N.Y.

Consultant Orals

Six candidates for appointment as consultant (Early Childhood Education) were called for oral examinations and evaluations of training and experience recently by the City Department of Personnel.

REAL ESTATE VALUES

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HOLIDAY SPECIALS GI & FHA — \$496 DOWN BAILEY PARK VIC. \$10,990 Sacrificing 5 room house, newly decorated. Modern kitchen and bath. Move right in! ROCHEDALE \$15,990 Detached Ranch Bungalow with 6 large rooms, garage, appliances. Everything goes — Must Sell! HOLLIS \$18,990 Corner 10 year old brick, 6 1/2 large rooms, garage, nice club fin. beant, with streamlined kitchens and baths. QUEENS VILLAGE \$19,990 True Center Hall — detached 10 rooms — 6 bedrooms — 2 baths, garage. Large garden plot.

Many other 1 & 2 Family homes available QUEENS HOME SALES 170-18 Hillside Ave. — Jamaica Call for App. OL 8-7510 Open Every Day

Farms & Country Homes Orange County BEST neighborhood in Town. 7 room house — newly painted. Gas heat — Taxes \$260 per year. Price reduced to \$11,000. GOLDMAN AGENCY 85 Pike, Port Jervis, NY (914) 856-5228

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BRONX SPECIAL TIEMANN AVE (E 223) Detached stately Colonial, solid stucco house on 50x100 lot, 6 rms (3 bedrooms) plus enclosed sun porch (detached garage, full basement. Lovely area. \$900 CASH DOWN ALSO EXCELLENT BUY AVAILABLE ON 3 FAMILY BRK FIRST-MET REALTY 3525 BOSTON ROAD, BRONX OL 4-5600

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TWO FAMILY SPECIALS RICHMOND HILL \$16,990 Detached Legal 2 Family with 4 1/2 & 3 rooms, fin. beant, 2 car garage. Large garden plot. SPRINGFIELD GDNS. \$22,990 Detached Legal 2 Family, 6 & 4 rooms, fin. beant, 2 car garage, modern kitchens & baths. ST. ALBANS \$23,990 This 10 year brick legal 2 family with 5 & 3 rooms, fin. beant, garage, ultra-modern kitchens & baths. 2 apts. vacant. No waiting! CAMBRIA HTS. \$24,990 Detached legal 2 family with 5 & 5 rooms, plus. Finished rentable beant, apt. 2 car garage. Immaculate!

Key Punch And Verfier Operating Instructors Sought

Applications for the positions of key punch and verfier operating instructor are being accepted on a continual basis by the Manpower Development Training Program.

Applicants for this job, which pays \$8 per hour, must have had nine or more years of full-time

paid experience in this field and hold a high school diploma.

These are full-time day positions. Send resumes of experience and education to Manpower Development Training Program, 110 Livingston Street, Room 814, Department "P" Brooklyn, N.Y. 11201.

Bond Sales Up

SERIES E Savings Bonds in the \$25-to-\$200 range accounted for \$1,675 million in sales during the first six months of 1966—six per cent above a year ago and the highest for the same period since 1946.

TEST AND LIST PROGRESS — N.Y.C.

NEW CERTIFICATIONS

Account clerk, 32 certified, Nov. 14	207
Admin. aide, 22 certified, Nov. 14	99
Architect, 15 certified, Nov. 16	15
Asst. accountant, gr. 1, 3 certified, Nov. 10	224
Asst. accountant, gr. 2, 2 certified, Nov. 10	80
Asst. architect, 12 certified, Nov. 9	12
Asst. civil engineer, gr. 6, 1 certified, Nov. 9	10
Asst. director (welfare), prom. (WD), 5 certified, Nov. 10	17
Asst. electrical engineer, gen. prom., 10 certified, Nov. 10	40
Asst. electrical engineer, prom. (BT), 13 certified, Nov. 9	13
Attorney trainee, 3 certified, Nov. 9	55
Auto mechanic, 20 certified, Nov. 14	216
Battalion chief, prom. (FD), 3 certified, Nov. 10	90
Bridge & tunnel officer, 22 certified, Nov. 10	705
Bus maintainer, gr. A, 5 certified, Nov. 7	10.5
Captain, prom. (FD), 8 certified, Nov. 10	193
Car maintainer, gr. E, 2 certified, Nov. 15	47
Case worker I, gr. 18, 1 certified, Nov. 14	47
Case worker I, gr. 20, 1 certified, Nov. 14	53
Case worker I, gr. 21, 1 certified, Nov. 14	163
Case worker I, gr. 22, 3 certified, Nov. 14	208
Case worker I, gr. 23, 1 certified, Nov. 14	228
Case worker I, gr. 24, 1 certified, Nov. 14	226
Case worker I, gr. 1, 1 certified, Nov. 14	103
Case worker I, gr. 2, 2 certified, Nov. 14	112
Case worker I, gr. 3, 10 certified, Nov. 14	213
Case worker I, gr. 4, 3 certified, Nov. 14	47
Case worker I, gr. 7, 1 certified, Nov. 14	375
Case worker I, gr. 9, 1 certified, Nov. 14	55
Case worker I, gr. 10, 1 certified, Nov. 14	172
Case worker I, gr. 11, 1 certified, Nov. 14	155
Civil engineer (sanitary), 1 certified, Nov. 16	1
College admin. asst., prom. (CC), 10 certified, Nov. 15	28
College secret. asst. "B", prom. (HE-City Univ.), 4 certified, Nov. 15	7
Computer prog. trainee, 3 certified, Nov. 10	129
Deputy chief, prom. (FD), 3 certified, Nov. 16	31
Deputy sheriff, 67 certified, Nov. 7	454
Fireman, 104 certified, Nov. 15	3470
Housing inspector, gr. 1, Nov. 15	52
Inst. inspector, 6 certified, Nov. 9	9
Jr. methods analyst, 9 certified, Nov. 10	36.5
Laborer, 39 certified, Nov. 15	297
Lieutenant, prom. (FD), 16 certified, Nov. 16	420
Maintainer's helper gr. D, 53 certified, Nov. 14	363
Methods analyst, 3 certified, Nov. 10	2
Police trainee, 17 certified, Nov. 7	597
Photostat operator, 12 certified, Nov. 16	15
Sr. housing inspector, prom. (HB), 1 certified, Nov. 16	11
Sr. key punch operator (IBM), prom. (DF), 4 certified, Nov. 10	15
Sr. shorthand reporter, 1 certified, Nov. 7	32
Sr. stenographer, prom. (DH), 9 certified, Nov. 16	32
Sr. steno. prom. (BT-Maint. of Way), 1 certified, Nov. 16	1
Sr. stenographer, prom. (LD), 4 certified, Nov. 10	11
Sr. x-ray technician, prom. (HD), 10 certified, Nov. 9	19
Special officer, 1 certified, Nov. 9	748
Structural maintainer, gr. E, prom. (BT), 4 certified, Nov. 10	6
Supervisor I (Social work), prom. (HD), 21 certified, Nov. 16	68
Supervisor II (Welfare), prom. (WD), 200 certified, Nov. 10	450
Supervising clerk, prom. (LD), 7 certified, Nov. 16	15
Title examiner, 13 certified, Nov. 14	14
Typist, gr. 2, 41 certified, Nov. 15	1897

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Sample Exams Published For Fingerprint Trainee, Exam

Two big City tests have just closed filing for competitive examinations scheduled for this winter. Fingerprint technician trainee tests and cashier examinations are drawing a large number of prospective employees.

Because of this and to provide our readers with some idea of the type question to be expected by candidates, The Leader is printing sample question for these exams. This week we are presenting the fingerprint technician trainee sample tests. Subsequent edition will carry the cashier sample exam.

1. After a fingerprint technician trainee has been on the job a few months, his supervisor instructs him to use a new method to file fingerprint cards. The trainee thinks that the new method will take longer to file the number of cards that he now files. In this situation, it would be most advisable for him to

(A) use the new methods to file the cards even if he thinks it may be slower (B) continue to use the method he considers faster without saying anything to his supervisor (C) use the method he considers faster and then tell his supervisor his reason for doing so (D) change the new method so that it will be faster.

2. A fingerprint technician trainee takes fingerprints only in the way he is instructed because

(A) he wants to keep his job (B) experience so far has proved that this way brings about the best work (C) he must master one technique before he takes fingerprints the way he thinks best (D) he has not had time to develop another system.

3. Assume you are a newly appointed fingerprint technician employee and you want to learn about the city's blood credit program, you would

(A) call the hospital nearest to your home (B) call the city's Health Department (C) ask your supervisor (D) ask another trainee appointed with you.

Questions 4 to 7 consists of a word in capital letters followed by four suggested meanings of the word. For each question select the word or phrase which means most nearly the same as the word in capital letters.

4. AUTHORIZE (A) write (B) permit (C) request (D) recommend.

5. CONCUR (A) agree (B) demand (C) control (D) create.

6. DENOTE (A) notify (B) evade (C) indicate (D) reduce in rank.

7. DELETE (A) explain (B) delay (C) erase (D) conceal.

8. If six fingerprint technicians can fingerprint 3,600 persons in 3 days how many persons can two fingerprint technicians fingerprint in 1 day?

(A) 120 (B) 240 (C) 360 (D) 720.

9. Eight quarts of a certain mixture contains 50% printers ink and 50% thinner. To this mixture is added two quarts of thinner. What is the percentage of ink in the new mixture?

(A) 12% (B) 25% (C) 40% (D) 60%.

Answer questions 10 to 12 only according to the three rules for filing given below for coded groups. A coded group consists, in order, of a small letter a number, a capital letter followed by two small letters; for example, b4Caa.

Rules For Filing

First: file by the number, the lower number filed first.

Second: file in the strict alphabetical order of the capital letter when the numbers are the same.

Third: file in the strict alphabetical order of the first second and then the third small letter when the numbers and the capital letters are the same.

In each of the three following questions, you are to select the coded group that is filed before the three others.

10. (A) a2Bcd (B) a4Bdd (C) a3Ade (D) a4Aa.

11. (A) c2Asx (B) c2Am (C) b2Asx (D) d2Aaa.

12. (A) b8Sbb (B) b8Sbc (C) b8Sbd (D) b8Sba.

Each of questions 13 to 15 consists of a set of three (3) pairs of numbers, letters, or combinations of numbers or letters. Examine each pair carefully. Note the number of differences in a pair. Add these differences to determine the total number of differences in a set. Based on the total number of differences you find in a set, select choice

A—if there are none
B—if only one
C—if only two
D—if three or more

13. (1) B3BNNKLK-B3BMNKLK
(2) CODCOOD-CODCOOD
(3) TLMCCDD-TLMCCDD

14. (1) 12112111-12112111
(2) ZEZEPPR-ZEZEPPR
(3) 4D8zv4ab-408zV4ab

15. (1) S8SS88S8-S8S888S8
(2) 24869969-24669969
(3) 38S99583-38S99583

Answer questions 16 to 17 only according to the information given in the following passage.

Fingerprinting

"When a fingerprint technician inks and take rolled impressions of a subject's fingers, the degree of downward pressure the technician applies is important. The correct pressure may best be determined through experience and observation. It is quite important, however, that the subject be cautioned to relax and not help the fingerprint technician by also applying pressure as this prevents the fingerprint technician from gaging the amount needed. A method which is helpful in getting the subject to relax his hand is to instruct him to look at some distant object and not to look at his hands."

16. According to this passage, the technician tries to relax the subject's hand by

(A) instructing him to let his hands hang loosely (B) telling him that being fingerprinted is painless (C) asking him to look at his hand instead of some distant object (D) asking him to look at something other than his hand.

17. The subject is asked not to press down in his fingers while being fingerprinted because

(A) the impressions taken become rolled (B) the subject may apply too little downward pressure and spoil the impressions (C) the technician cannot tell whether he is applying the right degree of pressure (D) he doesn't have the experience to apply the exact amount of pressure.

(Answer on Page 15)

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The starting salary for a bank examiner is \$8,365, with five annual increases to \$10,125 a year. These positions, in the New York State Banking Department, are located in Albany, Buffalo, Rochester, Syracuse, and New York City.

Requirements include five years

of banking experience or a bachelor's degree and two years of banking experience.

For further information contact the State Department of Civil Service, The State Campus, 1220 Washington Ave., Albany; or Room 1100, 270 Broadway, New York City.

**State Offers 10 Exams
Open Until Dec. 19;
Others Are Continuous**

Applications for an open-competitive examination series, to be held Jan. 21, will be accepted by the New York State Department of Civil Service until Dec. 19. There are 10 exams offered in this series.

Applications for four additional examinations are being accepted on a continuous basis. These exams are held frequently.

Architectural estimator, junior, exam number 21-184, \$7,065 to \$8,590.

Architectural estimator, assistant, exam number 21-185, \$8,825 to \$10,870.

Bank examiner, exam number 21-186, \$8,365 to \$10,125.

Civil defense communications technician, exam number 21-197, \$6,875 to \$8,135.

Forest appraiser, chief, oral exam and evaluation of training experience, exam number 21-119, \$13,500 to \$16,050.

Marine fisheries aide, exam number 21-187, \$4,465 to \$5,545.

Occupational therapist, senior, exam number 21-167, \$7,475 to \$9,070.

Recreation supervisor, exam number 21-164, \$7,475 to \$9,070.

Supervisor of radio communications, exam number 21-205, \$8,365 to \$10,125.

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number 21-199, \$5,000 to \$6,180.

The four exams for which filing is continuous are:

Psychiatric social worker, senior, exam number 20-183, \$8,365 to \$19,125.

Psychiatric social worker, supervising, exam number 20-306, \$9,795 to \$11,805.

Recreation instructor, exam number 20-185, \$5,940 to \$7,280.

Recreation instructor, assistant, exam number 20-186, \$4,465 to \$5,545.

Further detailed information on some of these examinations may be found in this week's Leader.

**Fingerprint Trainee
Sample Test Ans.**

Test on Page 12
1A; 2B; 3C; 4B; 5A; 6C; 7C;
8B; 9C; 10A; 11C; 12D; 13B;
14D; 15C; 16D; 17C.

**West Point Seeks
Sales Store Clerk**

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

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Safety Inspector

Applications for jobs as safety inspector with the Bureau of Motor Carriers of the Interstate Commerce Commission are being accepted on a continual basis by the United States Civil Service Commission. Positions are located in various cities of the United States.

For further information contact the Executive Secretary, Board of U.S. Civil Service Examiners, Interstate Commerce Commission, Washington, D.C. and refer to announcement number 320 B.

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COULD New York City survive a nuclear or natural disaster or would it be completely cut-off from assistance?

How soon after disaster struck could the City start on the way back to normal operations?

Any doubt about the answers to these questions was dispelled here earlier this month by "Metro Air Support '66" — an airborne operation conceived by Oscar Bakke, Eastern Region Director of the Federal Aviation Agency in cooperation with City, State and Federal Civil Defense authorities.

With such unlikely places as piers, parks and even City streets serving as landing and take-off sites, a two-day emergency airlift demonstration was staged in the City.

Electronic equipment, portable control towers and truck loads of blood were airlifted from distant cities as Chicago, Denver, Miami, San Francisco, Rio De Janeiro, Rome and San Juan by commercial airliners to Kennedy International Airport and then delivered to the emergency landing fields by helicopters. "STOL" (short take-off and landing) aircraft and flying cranes.

One of the highlights of the operation was the arrival of a truckload of medical supplies called for by Bellevue Hospital. The supplies were loaded into the truck in a distant city, driven to the airport and aboard a "flying box car," flown to Kennedy, then backed off the plane. A Sikorsky "Flying Crane," lifted off the ground, hovered over the truck and dropped giant cables to ground personnel below. The cables were attached to the truck, the "chopper" lifted off and flew to Pier 26 with the truck loaded with precious cargo dangling from the cables.

The truck was gently deposited on the pier, the cables unhooked and the truck driven the remaining few blocks to the hospital.

Four hours after the needed supplies were re-

quested, and 17 minutes after leaving Kennedy, they were in the hands of supply personnel at the hospital.

Electronic equipment was also needed at the Consolidated-Edison Plant at the East River and 14 St. The call went out to possible suppliers. The necessary supplies were found in Syracuse and promptly delivered to Onondaga County's Hancock Airport where they were put aboard Mohawk Airlines Flight 52—a Jet for Kennedy—which left at 10:30 a.m. Less than an hour later, the cartons were placed on a STOL waiting at the airport and flown to a park a few blocks from the ConEd plant. The park was used because it was convenient and was just long enough to meet the 40 feet landing requirements for the plane.

So impressed was Herbert B. Halberg, deputy commissioner of the City Department of Marine and Aviation, that he noted that would recommend that some of the City's vacant piers be made available for STOL operations as soon as possible. Halberg was one of the City officials airlifted from Kennedy to the City emergency airports in a aircraft requiring less than 40 feet of runway.

Equally impressed was Albert O'Connor, Director of Region One, Office of Emergency Planning, and chairman of the Central Planning Staff for Metro '66. He noted the success — on a smaller scale — when Alaska was devastated by an earthquake several years ago and when northern California was struck by heavy floods in the past. "But never before have we set out to demonstrate what could be done by airlift for a city as huge as New York. If there was any doubt that a city could be put back on its feet within hours after a major disaster, 'Metro Air Support '66' has dispelled that completely."

Four hours after the demonstration project started, some 100 City, State and Federal officials were meeting in New York City Hall, with Deputy Mayors

Robert Price and Timothy Costello. They, too, had been airlifted to South St.—a wide road just east of City Hall.

The first landing made during the operation was by the Rev. Robert A. Bryan, an accomplished STOL pilot, who pronounced an invocation on Pier 26, his landing place, before City, State and Federal officials. Reverend Bryan is used to unusual landing places. During summer vacations from the Choate School where he is chaplain, he becomes a flying missionary in the back country of Labrador, Newfoundland and Eastern Quebec.

In the photo montage above, some of the operations are described. Reading from left to right, top to bottom, the photos show: (1) East River Park, one of the landing sites a half-block from 15-story dwellings; (2) Communications between headquarters and sites are maintained by Mel Warine of the FAA, Charles Welford of the New York Telephone Company and Bruce Houston of the FAA; (3) Rev. Bryan alighting from his STOL craft; (4) Portable FAA control tower on Pier 26 being operated by the aviation agency's personnel; (5) O'Connor meets Congressmen Joseph Addabbo and James Scheuer as they arrive at Pier 26 by helicopter; (6) STOL landing on Pier 26 is watched by electronic landing aid; (7) Electronics parts are transferred from Mohawk BAC-111 jet at Kennedy Airport to STOL craft waiting to complete the 76-minute flight from Syracuse to downtown Manhattan; (8) "Helio Courier" aircraft is airborne in 40 feet from start while in rear, the DeHavilland Aircraft Company's "Buffalo" is unloaded in background. The "Buffalo," a two-engine turboprop cargo ship almost as large as a commercial airliner, requires one-third of a football field for take-offs and landings; (9) Sikorsky "Flying Crane" leaves Kennedy Airport with truck load of medical supplies for Bellevue Hospital for delivery 17 minutes later.

DON'T REPEAT THIS

(Continued from Page 1)
voted against the party of the nation's number one boss—the President.

Proof of this came in the election results of the areas of Virginia and Maryland near the nation's capitol which have a heavy Federal employee population. Despite overwhelming Democratic registration in these areas, the GOP captured five of six House seats and the single Democratic winner—Rep. Hervey G. Machen of Maryland—won by a smaller margin than predicted.

Nationwide Picture
Add to this the election results of several states where there are also large numbers of Federal workers—Michigan, New York, California, Pennsylvania and Massachusetts—and the picture extends nationwide. In all of the above states, Republicans made stunning wins and there can be little doubt that public employees provided part of the victory margins.

Here in New York, for instance, the GOP gubernatorial ticket scored handily, poll predictions to the contrary. State and local government employees made no bones about their preference for Governor Rockefeller and many of them showed it by direct endorsements for his reelection. With the civil service vote here—Federal, State, City and local government—totaling some 20 per cent of the electorate their influence as a voting bloc in the recent election can easily be deduced. The sim-

Mladinov Named New Director

ALBANY—John K. Mladinov is the new director of the Subdivision of Transportation Planning and Programming for the State Department of Public Works. His salary is \$22,800 a year.

In the new post, he succeeds Roger L. Creighton, a planning consultant. The department recruited for the job by nationwide civil service examination.

A former employee of the Washington State Highway Department, Mr. Mladinov most recently served as director of the Puget Sound Regional Transportation Planning Program. He is a registered civil engineer. He assumes his new duties Dec. 22.

Health Insurance Subject At Meet

BUFFALO — Health Insurance was the chief interest of members of Buffalo chapter, Civil Service Employees Assn., at their Nov. 16 meeting at Sheraton Motor Inn.

Joseph Vollmar, first vice president, introduced Mr. Robert Parry and Mr. Arthur Rosecrans, who presented the comparative merits of State-Wide and G.H.I., and answered questions for the unusually large audience.

Plans were announced for the gala Christmas dinner dance to be held Dec. 15 at Hearstone Manor. Santa Claus will be a welcome guest as he visits each table.

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ple fact is that their man—Rockefeller—won.

Because the public employee voting population is, percentage-wise, about the same nationally (recent statistics project that one out of every five Americans will be working for some form of government by 1980) the setback to President Johnson and the Democratic Party becomes apparent.

U.S. Workers Upset
In many areas, the Johnson Administration has provided significant new benefits for Federal employees. It seems, however, that LBJ and his aides took worker gratitude a little too much for granted and did not realize the depth of discontent over other issues. A major one was the Presidential wage guidelines of 3.2 per cent for salary increases. As this newspaper noted in other columns here several months ago, most Federal employee organizations felt the President did not follow his own arguments of comparability in pay between government

and private employment when he made passive resistance to the wage gains of private labor but was iron-handed on a limited U.S. pay raise and rejected an increase in insurance benefits.

Government workers have also been upset by a drastic cutback in overtime authorizations, more because of increased work loads rather than the desire to make extra money.

Some observers say that the President or his advisors also overlooked the fact that Federal workers worry just as much about Viet Nam, inflation and other national issues as do Americans who don't work for government.

All this underlines firmly the danger in ignoring the civil service population, not only as a force to be reckoned with at the bargaining table but also as an influential voice of the public in general. Failure to do so again could cause President Johnson and the Democrats even more problems in 1968.

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Six On Sabbatical

ALBANY—Six State University professors from Buffalo are currently on sabbatical leaves in Europe.

They are: Dr. Joseph I. Fradin, Dr. Edwin P. Hollander, Dr. Marcus N. Klein, Dr. Edward C. Lambert, Dr. Noel R. Rose and Allen R. Sigel.

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Clerical Appeal

(Continued from Page 1)
of the Long Island Conference, said that if Kelly failed to act affirmatively by Dec. 5 on the clerks' appeals his conference would ask for permission from the CSEA parent body to stage immediate demonstrations after that date to protest any lack of action.

Randolph V. C. Jacobs, president of the Metropolitan Conference, said that as the result of a meeting on the reallocation appeal held at Brooklyn State Hospital he, too, would request permission to stage demonstrations. Some 200 persons attending the meeting asked for the right to demonstrate within a week after the Kelly meeting.

Previously, Joseph F. Felly, president of the Employees Association, asked all Conference presidents to report to him on reaction following the Kelly meeting and to submit any solutions they might have to gaining the reallocations for State clerks. Felly said that when all pertinent information was in his hands he would call a special meeting of the executive committee of the CSEA Board of Directors to determine future action.

Protests have been going on around the State over the failure of clerical aides to win a salary upgrading.

Two Hawaii Tours

(Continued from Page 1)
and the vacation will conclude with a visit to Las Vegas.

Each year, dozens of applicants have been unable to take advantage of this low-cost tour because of failure to book early. To avoid disappointment, immediate applications are urged now.

For either departure date write to Mrs. Julia Duffy, P.O. Box 43, West Brentwood, L.I.; telephone (516) 273-8633 if residing in the Metropolitan New York area, or to John J. Hennessey, 276 Moore Ave., Kenmore, N.Y., telephone (716) TF 2-4966, if residing in upstate New York.

Both trips are strictly limited to CSEA members and their immediate families.

State Civil Service Dept. Announces 8 Non-Comp. Positions

ALBANY—Eight non-competitive promotions have been announced by the State Civil Service Department. They go to:

James A. Brown, assistant in educational testing, Education; Ivan A. McDonald, associate in school financial aid, Education; Alfred Schimmel, chief housing finance agency representative, State Housing Finance Agency.

Mario DeAndrade, senior tabulating machine operator, Liquor Authority; Ettore J. Gradoni, supervisor of distributive education, Education; Louis M. Conera, Jr., senior park engineer, Conservation; James W. Moore, chief of education guidance, Education, and Anna S. Beardsley senior account clerk, Newark State School.

Behr New President

ALBANY—Marvin Behr of the Broome Technical Community College is the new president of the State University Public Relations Council.

56 Correction Dept. Aides Complete In Service Courses

BEACON—Fifty-six Correction Department employees at Matteawan State Hospital recently received certificates of completion of courses leading to a more perfect professionalization of their vocations.

Dr. W. C. Johnson, superintendent of the institution presented the certificates to those employees who finished one of three courses given under the National Institute of Mental Health Grant for In-service Training. The three courses were under the direction of Herbert Kaplan, chief psychologist at the hospital who also serves as training program director.

Courses given were: Social and Economic Determinants of Behavior, Abnormal Behavior, Criminology and Criminal Law, Interpersonal Relations and Contemporary problems; Nursing Skills Courses in Basic Nursing and Medication, Nursing of the Mentally Ill and Contemporary Problems and Occupational Therapy, Psychiatric Nursing and Contemporary Problems.

Instruction for these courses was supplied by members of the faculty at the State University College at New Paltz, and members of the staff of the School of Nursing and Occupational Therapy Departments at Hudson River State Hospital. Also serving as instructors for the courses were Dr. Egon Petersen supervising psychiatrist; Leon Vincent, security supervisor and Joel Ginzberg, senior clinical psychologist—all of the Matteawan Hospital staff.

Recruitment

(Continued from Page 1)
pointments to competitive class jobs could result only from competitive examinations.

"The big question we left with the Commissioner was in regard to the propriety of virtually restricting these 5,000 job opportunities to New York City residents by offering them only through three recruitment centers in that area. We recommended strongly that recruiting for the program be broadened by the utilization of Division of Employment offices throughout the State."

Favorable Reaction

Favorable Commission reaction to the proposal was made known to CSEA recently in a letter from Commissioner Krone which stated, in part:

"The Career Development Program and its counterpart in the Division of Employment are presently utilizing the services of all of the Division of Employment offices in the Metropolitan area as the need arises. . . . To date we have not been in a position to move the program upstate to such areas as Albany, Syracuse, Rochester, or Buffalo because of the lack of operating funds specifically for that purpose. However, we are hopeful within the next several months we will be able to move upstate."

New Trustee

ALBANY—Governor Rockefeller has named Dr. Marvin M. Alderman of DeWitt to the Board of Trustees of Onondaga County Community College for a term ending June 30, 1972. He succeeds Tracy H. Ferguson of Syracuse,



CORRECTION CLASSES —

National Institute of Mental Health courses were completed recently by 56 employees of the State Department of Correction under terms of the institute's grant to the department. Three individual groups of study were instituted at Matteawan State Hospital. The top photo shows those employees completing the occupational therapy. Left to right, standing, are: Elizabeth Hoke, Ralph Peattie, Vera Cristo, Ruth Van Slyke, Felix Presutti, Charles White, Charles Burbridge and Nicholas D'Onofrio. Kneeling, same order, are: Thomas Attardi, Ralph Morse and Ivan Sovik. Completing the nursing

skills classes in the center photo were, left to right, standing: Barbara Sandford, Thelma Turner, Marie Morse, Herbert Kaplan, Dolores Sabol, Ann Fasulo, Jack Pulliam and Madeline Tighe. Kneeling, same order, are: Willie Rembert, Robert Lent and John Senchack, Jr. The bottom photo shows those who completed the basic background courses. Left to right, are: Ben Strenkowski, Robert Montana, Robert Tompkins, George Charest, Robert Pitt, Felix Presutti, Robert Allen, Howard Novak, Mary Claire, John McNulty, William Stevens, Ernest Graves, Gladys Taylor, Henry Bopp, John Battista, Bernard Burdick, Charles Lawrence, Donald Longergan, Reed Long and Walter Smith.

State Promotion Examination Series Open Until Dec. 12

The New York State Department of Civil Service is accepting applications until Dec. 12 for the Jan. 21 promotion examination series. Each of the 11 exams offered in this series is open only to permanent employees in the department or promotion unit for which it is announced.

A list of the examinations follows.

- Interdepartmental**
- PRINCIPAL ACCOUNT CLERK—AUDIT CLERK, exam number 32-413, \$6,076 to \$8,135.
- HEAD ACCOUNT CLERK—AUDIT CLERK, exam number 32-414, \$6,365 to \$10,125.

- Education**
- SENIOR PHARMACY INSPECTOR, exam number 32-112, \$9,290 to \$11,215.
- Mental Hygiene**
- HEAD STORES CLERK, exam number 32-378, \$7,065 to \$8,590.
- HEAD RECREATION SUPERVISOR, exam number 32-342, \$8,825 to \$10,670.
- RECREATION SUPERVISOR, ex-

am number 32-344, \$7,475 to \$9,070.

SUPERVISOR OF OCCUPATIONAL THERAPY (PSYCHIATRIC), exam number 32-333, \$8,825 to \$10,670.

Motor Vehicles

MOTOR VEHICLE LICENSE CLERK, exam number 32-379, \$3,995 to \$4,985.

Public Works

JUNIOR ARCHITECTURAL ESTIMATOR, exam number 32-372, \$7,065 to \$8,590.

ASSISTANT ARCHITECTURAL ESTIMATOR, exam number 372, \$8,825 to \$10,670.

Social Welfare

RECREATION SUPERVISOR, exam number 32-345, \$7,475 to \$9,070.