

# Civil Service LEADER

America's Largest Weekly for Public Employees

Vol. XXVIII, No. 31

Tuesday, April 5, 1966

Price Ten Cents

Promotion Exams

See Page 14

Miss Civil Service

See Page 7

## Governor Signs Pay Bill; CSEA Urges Approval Of 1-60th Retirement Plan

*Don't Repeat This!*

### Worried Dems Seeking A New Wilkie — Perkins, Hogan Or Kheel May Be It

IF there is anything the New York State Democratic Party would seem not to need right now it is more contenders for the party's gubernatorial nomination in this Fall's election. On the surface, there are plenty of candidates for the post who, it would seem, have the power, personalities, organization and vote-getting appeal to be strong contenders against the GOP nominee.

The truth of the matter is that there are reports of a strong, growing desire among a large number of Democratic pros, party functionaries and rank and file party members to find a new face; a new personality that will fire the imagination of the public in a way that none of the current crop of candidates has done to date.

City Council President Frank

O'Connor appears, at this writing, to be out front now but there is a strong group of would-be governors right behind him. The list would include Franklin D. Roosevelt, Jr., Nassau County Executive Eugene Nickerson, Congressman Sam Stratton, Howard Samuels, the upstate businessman, and State Comptroller Arthur Levitt. And in the background is the man never to be counted out, former Mayor Robert F. Wagner.

By any standards this is a fine list of candidates. But a good

(Continued from Page 14)

### Two Major CSEA Victories

#### Court Aides To Get 8% Pay Increase

(Special To The Leader)

ALBANY — State Court employees will receive the same eight percent across-the-board salary increase as other State employees thanks to the quick action of Governor Rockefeller, Assembly Speaker Anthony Travia and the Civil Service Employees Assn.

The measure authorizing the hike for the judicial workers apparently had stalled in the Assembly in the middle of last week after having passed the Senate earlier. With a two-week holiday

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#### Hurd Approves Correction Reallocations

ALBANY — The Civil Service Employees Assn. last week scored a double coup in its long standing fight to win salary reallocations for the State's 4,000 correction officers.

Almost simultaneously, announcements were made here that Budget Director T. Norman Hurd had approved a one grade reallocation of employees in that title and that Governor Rockefeller had signed into law a CSEA bill which puts State employees, whose titles are reallocated in the same

(Continued on Page 3)

ALBANY — Governor Rockefeller last week gave final approval to a measure authorizing eight percent, across-the-board salary increases to all State employees effective April 1, which had been negotiated by the Civil Service Employees Assn. with the Rockefeller Administration and the Legislature.

The actual signing of the pay bill took place last week in ceremonies at the Governor's office in the State Capitol Building, as official of the Employees Association looked on.

Meanwhile, in other legislative action, a measure establishing a 1/60th retirement formula, as advanced by Comptroller Arthur Levitt as the result of negotiations with the CSEA; was passed by the Legislature after picking up bipartisan sponsorship in the Senate.

At almost the same time, however, the Governor signed a bud-

(Continued on Page 3)

### Reserve Now For L.I. Conference Meet At Laurels

Last call has been issued for reservations for the first workshop of the Long Island Conference of the Civil Service Employees Assn., to be held at the Laurels Hotel and Country Club on April 17 and 18. A special rate has been set for all those who wish to attend the conference at the Laurels, located at Sackett Lake, Monticello. Everyone is invited to participate in the two day session for a fee of \$25 or \$23, depending on preference of accommodations. Registration is scheduled to begin Sunday, April 17, at 2:30 p.m.

Among the prominent guests scheduled to attend the meeting are: H. Lee Dennison, Suffolk County Executive; Arthur Levitt, State Comptroller; Louis J. Lefkowitz, State Attorney General; John J. Burns, State Commission on Local Government. The workshop will deal in depth with such subjects as Social Security, Medicare, retirement, the State Health Insurance Plan and new concepts in labor relations. For reservations and further information on accommodations contact Roger Cilli at 824 Fire Island Ave., West Islip, or, for reservations, write to the Laurels.



**TRAVIA HELPS OUT** — Assembly Speaker Anthony Travia center, is seen with CSEA President Joseph F. Feily, left, and CSEA counsel Harry W. Albright, Jr., conferring on the eight-percent pay raise bill for the State's court employees. Speaker Travia intervened personally before the Legislature recessed in order to get a vote on the measure. It was approved by Governor Rockefeller last week.



**BILL SIGNING** — Governor Nelson A. Rockefeller, center, is seen here with CSEA President Joseph F. Feily and Solomon Bendet, chairman of the CSEA Salary Committee, after a ceremony in which the Governor signed the State worker pay raise, negotiated by the Employees Association, into law. The ceremony took place in the Capitol.

# The Veteran's Counselor

By FRANK V. VOTTO



## REOPENING OF GI INSURANCE— PUBLIC LAW 88-664

MAY 2, 1966 is the official date for eligible World War II and Korean veterans to apply for the new government Life Insurance made available under Public Law 88-664.

PERSONS NOW ON active duty with the Armed Forces and certain Philippine veterans are not eligible to take part in the insurance. Expenses of all medical examinations that may be required must be borne by the applicant.

TO BUY THIS Insurance the veteran must:

(a) Have been originally eligible for National Service Life Insurance (NSLI) between October 8, 1940 and January 1, 1957.

(b) Have now either no GI insurance or less than the \$10,000 in authorized coverage.

(c) Be in one of the following three groups:

1. Veterans with service-connected disabilities who meet standards of good health
2. Veterans whose service-connected disabilities alone do not permit them to meet standards of good health
3. Veterans whose non-service-connected disabilities as of October 13, 1964 the date the bill was signed into law prevented them from buying commercial insurance at the highest rates

HIGHER PREMIUMS ARE charged those veterans in groups two and three. In all cases, the premium rates cover administrative costs as well as the policy value.

THE NEW POLICIES are issued at low non-dividend premiums which compare favorably with the net cost of World War II GI insurance.

IN ADDITION TO the re-opening of NSLI, Public Law 88-664 allows veterans who already hold World War II or Korean War-type term policies to convert to a modified life plan. The one-year time limit does NOT apply to this provision. The VA plans to notify all term policy holders of this new modified plan at the time of their renewal.

THIS PLAN IS an inducement to term policyholders to convert to a lifetime level premium plan before the premiums on renewable term insurance become prohibitive with increasing age.

SOME THREE MILLION NSLI policyholders still hold term insurance policies.

THE ADVANTAGE OF this new modified plan is that it permits conversion to permanent type insurance at lower premium rates than possible before, but the face value of the policy will be automatically reduced by 50% when the insured reaches the age 65.

THE POLICYHOLDER HAS the option at that time to restore the full amount of coverage by purchasing ordinary life insurance without medical examination.

## Project Lifeguard Comes To New York

Project Lifeguard, a program designed to identify persons with serious diseases through the use of identification bracelets has had its beginning in New York State.

This program, started in California, and now ranging out into all areas of the country, provides people with hard to identify illnesses with bracelets called "Medic Alert."

The "Medic Alert" emblems tell people of the disease of the wearer, a central telephone number and a serial number.

This serial number, on file at the central headquarters, can then be traced in minutes and all of the medical history of the wearer and whom to contact is then supplied to the caller.

Worn by diabetics, epileptics, people with severe allergies and others, this form of medical identification can be useful in emergency care.

Project Lifeguard is a community service of the Rotary Club of Albany and the Albany Association of Life Underwriters.

For further information on this project, contact Edward J. Murphy, 111 Washington Avenue, Suite 204, Albany, New York 12210.

## Central Islip Credit Union Elects Officers

The Central Islip State Hospital Employees' Federal Credit Union declared a dividend of four percent and selected officers for the year at its recent annual meeting. The credit union, established in 1936, selected the following members as officers: president—Thomas Purtell, vice-president—Henry Pearsall; secretary—Billy Kingsley; and treasurer—Mary J. Phillips.

## On Training Council

ALBANY—Governor Rockefeller has appointed Howard R. Leary, the new police commissioner for New York City, to the Municipal Police Training Council. He succeeds former New York City Police Commissioner Vincent Broderick in the post.

## R. Corwith Retires

ALBANY—Regent J. Carlton Corwith of Water Mill, Long Island, retired April 1. He was honored at a dinner by his associates on the board.

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## Your Public Relations IQ

By LEO J. MARGOLIN



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

## Keeping In Step

BECAUSE PUBLIC relations techniques and results are dependent on judgment, experience, case histories of successes or failures, current conditions as well as changing trends, what the other fellow does in another government agency becomes most important.

IN PUBLIC relations no one knows all the answers. Were there such phenomenon, he should be carefully preserved and kept warm as the fountain of all public relations knowledge. The fact is that most public relations professionals must depend on all the ingredients we've set forth in the previous paragraph to come up with the right answers.

STILL ANOTHER problem is the simple reality that the world never stops changing. New ideas are evolved to deal with changes in both people and things. In public relations, which deals continually developing problems, it is a "must" for the professional to

keep in step with what's new and what will soon be new.

NOWHERE IS this more true than in government. To focus the picture even sharper within government, nowhere is this more true than in education on all levels. The rapidity of growth and change is at a dizzy pace and getting more dizzy daily.

THE STATE University of New York faced this problem squarely long ago, forming the State University Public Relations Council among the 58 units of this complex to meet an urgent need.

THIS COUNCIL meets twice a year because too many things happen to wait a full year. Its Fall meeting is usually held at one of the university's campuses. In the Spring, the site is always Albany, just as it was when the Council met last week.

OF COURSE our readers know all about the "student revolution" on college campuses throughout the country. Thus the Council devoted its opening session to the timeliest of topics: "The Forgotten Man in College Public Relations—The Student."

THIS IS A vexing problem and no educational administrator or college public relations professional has all the answers. We would be willing to wager that this all-encompassing problem will be handled more effectively on every one of the university's 58 campuses as a result of this session.

THE COUNCIL "covers the waterfront" in its meetings. They discuss publications, a key area in public relations communications; legislative relations, special events, university policy; handling conflicts and controversies, and inauguration. And just to keep everyone alert, a great deal of time is spent discussing the University's future.

TO COVER THIS last area the University brought in its top brass, including President Samuel B. Gould, Executive Vice-President J. Lawrence Murray, as well as all the Executive Deans in the University's major areas.

THE PATTERN set by the State University is one which can be adopted almost in toto by nearly all departments of state government—if for no other reason than the absolute necessity for a department, whether in Buffalo, Rochester, Binghamton or New York, to speak with a single voice within the framework of a single policy.

A DEPARTMENT of State government which allows a Tower of Babel policy to exist, can look forward only to confusion, contradiction and controversy, which simply means bad public relations for the department and all the civil servants on its payroll.

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# Twin Reallocation Victory

(Continued from Page 1)  
 increment level (pay step) in the new salary grade that they were at in the former grade.

### \$1,000 Raise

The effective date of both is April 1. An illustrative effect of the new law and the one grade reallocation, combined with the eight percent salary increase which CSEA won for all State employees is that all correction officers who were eligible for an increment on April 1, will receive a minimum salary increase this year of more than \$1,000.

The one-grade reallocation, combined with the new law, actually will provide more money to a correction officer than a two grade reallocation without the law.

The reallocation measure, which was sponsored for the Association by the leaders of each House — Senate Majority Leader Earl Brydges and Assembly Speaker Anthony Travia — applies to all State employees whose titles are reallocated in the future.

### Some Examples

In order to illustrate the importance to the correction officers of the reallocation, the pay step law and the eight percent general pay raise — all effective April 1 — the following examples have been worked out by the Employees Association:

A: A correction officer who is at the minimum of grade 11 and is eligible for an increment on April 1, will receive an increase

in annual salary of \$1,008. He will go from the old minimum of grade 11, \$5,200 to the second step of grade 12, which is boosted by the eight percent increase to \$6,208.

B: An officer at the fifth step of grade 11 and due for an increment on April 1 will receive an annual increase of \$1,132. He goes from the old fifth step of grade 11 to the new maximum of grade 12, \$7,280 a year.

C: An officer between the maximum of his grade and the first longevity step and not eligible for an increment on April 1 will receive an annual salary hike of \$895.

D: An officer who is at his extra longevity step will receive a raise in annual salary of \$957.

The one-grade reallocation announced by the Budget Director

had been approved only ten days ago by the Civil Service Commission. The Employees Assn., which had sought a three-grade reallocation, had appealed to the commission last August for a denial by the Division of Classification and Compensation.

On several occasions since the commission had held an open hearing on the upgrading in September, CSEA had urged Hurd to prepare to make a decision as soon as possible if he received a favorable recommendation from the State commission. The long fight for the reallocation actually began more than five years ago with a denial by Classification and Compensation of a similar upgrading request; eventual approval by the commission of a one grade hike and final disapproval in December, 1962 by the Budget Director.

## Metro Division Of Employment Chapter To Elect In April; Installation Set For May 12

The Metropolitan Division of Employment chapter of the Civil Service Employees Assn. will hold their installation of officers on Thursday, May 12.

The election of officers and representatives will be held during the month of April. Following is a list of candidates for each office. If any further nominations are desired, contact Patrick Ricci, chairman of the nominating committee, Metropolitan chapter, Division of Employment, 11 Park Place, New York City.

### Officers

President, Robert Dalley; first vice president, Edward Allen and Robert Custis; second vice president, Adele West and Joseph Walsh; third vice president, Aaron Burd and David Gittlitz.

Fourth vice president, Ralph Fabiano, Paul Greenburg and Theodore Newsome; fifth vice president, Effie Salvage, Barney Zupa and Malcolm Ashley; corresponding secretary, Rosemary Lyons and Gearaldine Young; financial secretary, Marie Doyle; recording secretary, Grace Allen and treasurer, John LoMonaco.

### Regional Representatives

Manhattan James Morris and Rose Hoyer; Queens, Mary Moore, Joseph Reilly and Jane Burden; Bronx, Herbert Berger, Albert Conte and Henry Feurstein; Brooklyn, Thelma Holder, Irving Sandler and Vincent DiGrazia.

### Employment Service

Service industries, Jerry Keller and James Cummings; Apparel, Blanche Greenblatt, Syd Eisenberg and Marcella Williamson; professional placement, Seymour Kalker and Stephen Getherall; commercial, Guy Slover, Margaret Taylor and Nathan Gaer.

Industrial, George Bossell, Charles Waldon, Mason Morrell and Max Golodner; Long Island, Anthony Brasacchio, Harold roell, Martin Sherman and Nicholas Pollicino; Westchester, Stanley Rader and Ralph DeStefano.

Staten Island, Rose Uhre and Richard Bowden; U.I. tax auditors and tax collectors, Hildegard Mitchell, A. Earl Baumgarten and Elias Bloom; and administration, James Waters, John Madelone Martin Hallorin and Carmine Gentile.

## Leona Appeal Is Nominated For Onondaga Pres.

SYRACUSE—Leona M. Appel has been nominated for a second term as president of Onondaga chapter, Civil Service Employees Assn.

Also nominated for office in the 2,000-plus member chapter whose members include both City and County employees are:

Mrs. Hilda Young, first vice president; Genevieve Paul, second vice president; J. Vail Griffin, third vice president; Mrs. Florence Barnes, secretary; Joan Snigg, assistant secretary; Marjorie Parsons, treasurer, and Robert Clift, chapter representative.

Nominated for two-year directors were four members each from the City and County. Onondaga County members are Mrs. Forentine Smith, Raymond Schumacher, Frank Reynolds and John Osuchowski. City director-candidates are Rae Scharfeld, Margaret Carter, Mrs. Arline Brady and Leander Smith.

Miss Appel, who is employed in the City's Real Estate Commission office, will be serving her fourth year as president if she is re-elected. She served two years between mid-1961 and mid-1963.

The candidates were nominated by a committee headed by Arthur F. Kasson Jr., immediate past president. He was assisted by James Carr, Vann Harris, Vernon Tapper (second CSEA State vice president), Mrs. Helen DeMore, Maryel Guyder, and Norine Barry.

The officers will be installed at a dinner later this year, following election during the spring and summer weeks.



(Leader Staff Photo by Deasy)

**SUPPORT** — Ruth Owens, president of the Rensselaer County chapter, Civil Service Employees Assn. discusses campaign mandated by delegates to the Capital District Conference meeting urging Rensselaer County Supervisors to form a civil service committee with A. Victor Costa, conference president, left, and Joseph Roulier, assistant director of public relations for the statewide Association following recent conference meeting.



**BIPARTISANSHIP** — A bill that would guarantee State employees half-pay retirement after 30 years service received bipartisan support in the Senate where it was sponsored by Sen. Edward S. Lentol, (D-Brooklyn) left, and Sen. Norman F. Lent (R-Nassau). The bill is now before the Governor.

## Pay Bill Is Signed

(Continued from Page 1)  
 get bill continuing for another year the five and eight percentage point contribution plans and the non-contributory program approved last year.

### Felly Calls For 1/60th

However, CSEA President Joseph F. Feily told The Leader that the 1/60th bill had been "prepared in such a way as to supercede the provisions of the budget bill" and that he had urged CSEA members to contact the Governor, urging him to approve the 1/60th bill.

He said that, although present employees who complete 30 years of service would not be guaranteed an immediate half-pay retirement pension, the measure would go "a long way towards accomplishing this goal." He explained that under existing law an employee with 30 years of service is usually deficient in his contributions to the Retirement System and, because of this, would not receive one-half pay upon retirement. "Under the 1/60th bill," he said, "five years of retroactive credit will be provided guaranteeing a 1/60th rate and elimination of any deficiencies in the employee's contributions during the past five years."

Feily said that "in a all instances, the 1/60th bill is more liberal and provides greater benefits to employees than the bill already signed by the Governor. In addition, the bill provides that all prior service of members of the service will be based on the 55-year retirement bill."

### Equal Treatment

Feily emphasized that an employee "who has contributed toward his deficiency or has waived suspension of his own contri-

butions during the past five years would receive a proportionately increased retirement allowance, insuring that all members are treated equally under the bill."

The measure is permissive for political subdivisions and provides for the continuation of the present five and eight percent contribution reduction plans. Sponsors of the bill were Assemblyman Harvey Lifset (D-Albany) and Senators Edward S. Lentol (D-Brooklyn) and Norman F. Lent (R-Nassau).

Among other CSEA-proposed bills passed last week by the Legislature was one which provides automatic supplementary cost-of-living increases in benefits for employees retired under the State Retirement System. This legislation, which was sponsored by Comptroller Levitt, would provide these supplementary payments from the year of an employee's retirement and provide a simple and practical formula under which the supplementary benefits can be periodically adjusted to reflect actual living cost changes.

Commenting on the measure, Feily said "No more important concept for the future of the Retirement System and the integrity of the retirement allowance can be found than as is contained in this bill."

The pay measure was effective on April 1. It provides straight, across-the-board hikes for all State employees. The eight percent figure was arrived at late in December after months of negotiations between Administration officials and representatives of the Employees Association and was included in the Governor's 1966 budget. It received the full endorsement of the leaders of the Legislature and, as a result, moved smoothly through both houses several weeks ago.

### Medicare Coordinator

ALBANY—George E. Smith Jr. is the new Medicare Program coordinator in the State Health Department.

Formerly an associate administrative analyst in the Department's office of planning and procedures, Smith will receive a salary of \$12,500 in 1/8 new post.

### Honored By Regents

ALBANY—Some 59 State Education Department employees with 20 or more years of service were honored recently at a luncheon attended by the members of the State Board of Regents.

**Nassau County Has Sr. Lab Technician Promotion Exam**

Nassau County is accepting applications until April 13 for an examination for promotion to senior laboratory technician.

Starting pay is \$5,170. Candidates must be permanently employed in the Nassau County competitive service, Meadowbrook Hospital. For further information contact the County Civil Service Commission, Mineola.

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**OUR 69th YEAR**

**U.S. Service News Items**

By JAMES F. O'HANLON

**House Subcommittee KO's Involuntary Retirement**

The final pay bill submitted by the House Post Office and Civil Service subcommittee to the full House committee will not include a provision calling for the involuntary retirement of Federal workers at age 55 after 30 years service. Such a provision was included in President Johnson's pay proposals. It has been reported that the provision of the bill calling for a five percent increase in retirement contributions from Federal employees has also been eliminated from the House bill.

Action on pay legislation in the House should move much more swiftly this year than it has previously. Since the President's recommendations contain both pay and retirement proposals for government workers, two separate subcommittees — Rep. Udall's pay subcommittee and Rep. Daniels retirement committee—are considering facets of the final bill simultaneously. Most of the members of the two subcommittees are also members of the full House Post Office and Civil Service Committee, so this procedure will eliminate much duplication of argument and consideration and an early House vote seems likely.

The final bill can be seen shaping up right now however. Sentiment among the legislators on the Udall subcommittee seems to be running in favor of an across-the-board pay increase of 2.85 for all classified and postal workers. President Johnson had proposed a raise calling for a sliding scale ranging from one percent in the lower grades up to a 4 1/2 percent increase for the workers in higher grades.

While the subcommittee has eliminated the involuntary retirement provision from its draft, it has retained the clause which gives the 55 year old employee full retirement if he has accumulated 30 years of service, should he choose to retire.

Another forecasted change in the Administration's bill is the moving up of the effective date of the final pay legislation from Jan. 1 of next year to sometime during the pay period which will start July 1, 1966. Support for this change seems to be almost unanimous in the House. In any event there will not be too great a change in the President's initial pay and retirement bill this year as an increase in the final cost to the government is sure to bring a thumbs down from the White House.

**House Passes Injury Compensation Bill**

A bill has been passed in the House of Representatives which would liberalize on-the-job Federal employee injury compensation benefits. The measure has been sent to the Senate and if it is passed there, approval is needed by the President for it to become law.

The bill, H.R. 10721, introduced by Rep. William D. Hathaway, (Dem., Maine), is designed to bring the injury compensation features of the Federal Employees Compensation Act into line with current fiscal conditions. It is the 18th amendment to that law since its conception in 1916.

Currently the laws calls for the injured party to receive three-

fourths of his salary, up to a maximum of \$525 dollars if he has dependents.

A worker without dependents gets two-thirds.

One of the provisions of the new bill eliminates the "dollar limit on payments. Instead the injured employee may receive three fourths of his salary up to grade 15.

Some of the outstanding provisions of the bill are:

Persons now receiving injury compensation benefits would be entitled to an increase based upon the rise in the Consumer Price Index since 1958. However, they would have to be on the compensation rolls for at least a year before the bill takes effect.

The bill calls for periodic increases in existing awards whenever the Consumer Price Index rose by 3 percent for three consecutive months.

Surviving children of employees who die from job-sustained injuries would be entitled to receive compensation benefits up to age 23 while full-time students. Under present law, payments terminate at age 18.

An employee can appear before an informal hearing, if he desires, to present his side of the story and be advised of the reasoning that prompted the Department of Labor's Bureau of Employees Compensation to reach any decision on his appeal.

Under the present compensation law, persons suffering the loss of an arm or leg are entitled to a stipulated payment spread over a number of weeks. This, known as a schedule award, exhausts all rights to further compensation unless there is another compensable injury.

**Around-The-World Tour Is Offered**

Spain, Israel, Iran, India, Hong Kong, Thailand, Japan and Hawaii are the major lands to be visited in an around-the-world tour by jet now open for bookings to Civil Service Employees Assn. members and members of their immediate families.

The globe circling trip departs on July 2 for 28 days and for only \$1,565 tour members will receive air fare, all hotels, most meals, sightseeing tours, etc. Time has been scheduled for leisure in Majorca and Honolulu in addition to viewing the cultures of Spain, the Middle East and the Orient.

A colorful, descriptive brochure of the trip may be had by writing either to Celeste Rosenkranz, 55 Sweeney St., Buffalo, or in the Metropolitan area to Mrs. Eve Armstrong, 16 Florence St., Babylon, Long Island, N.Y.

This offering is strictly limited to CSEA members and their families.

**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 if 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 Barclay 7-1616; Governor Alfred E. 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 5 p.m. Monday through Friday. Telephone number is YU 6-2626.

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# REVISED LIST OF U.S. JOBS

## Specialized Careers

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**Aircraft maintenance officer (pilot) (art)**, \$8,961 to \$12,510.—Jobs are with USAF in Mid-western U.S. Address 31.

**Architect**, \$6,207 to \$9,267.—Jobs are in the places named: Wash. (\$6,207 to \$7,987); Address 10. Pa., Del., Md., Va., W. Va. (\$6,207 to \$9,267); Address 34.

**Bacteriologist (general, medical)**, \$5,181 to \$17,055.—Jobs are in Md. Address 17.

**Chemist**, \$6,207 to \$17,055.—Jobs are in States named below. Calif. (analytical, \$10,619, physical, \$9,267 and \$10,619); Address 9. Md. (\$7,304 to \$17,055); Address 32; (physical, \$7,304 to \$17,055); Address 17. N.Y., N.J. (\$6,207 to \$17,055); Address 6.

**Digital computer systems—Analyst**: Ohio \$7,479 to \$12,510; Address 42.; N.Y., N.J. (\$7,479 to \$12,510); Address 6. Operator: Ohio (\$5,181); Address 42. N.Y., N.J. (\$5,181 to \$12,510); Address 6.

**Electronic mechanic (cryptographic)**, \$3.25 an hour.—Jobs are in Pearl Harbor Naval Shipyard. Address 53.

**Electronic technician**, \$5,181 to \$10,619.—Jobs are in places named. Calif. (\$181 to \$8,961); Address 25. Pa. (\$7,479 to \$10,619); Address 15. (Jobs are for visual landing aid systems—PLAT and FRESNEL.)

**Engineer (for engineering jobs in specialized fields, in locations and at salaries shown, send application as indicated): aerospace engineer**: Calif. (\$7,987 to \$14,680); Address 9; (\$7,304 to \$10,619); Address 13. Mo. (\$6,207 to \$17,055); Address 14. Va. \$6,207 to \$14,680; Address 26. Md. (\$6,207 to \$9,267); Address 36. N.Y., N.J. (\$6,207 to \$17,055); Address 6. Tex., Okla., La., Ark. (\$7,304 to \$9,267); Address 4. Fla. \$6,207 to \$12,510; Address 52.

**Agricultural engineer**: 22 States east of Mississippi and Puerto Rico

Rico (\$6,207 to \$9,267); Address 43.

**Automotive engineer**: Ill., Ind., Ky., Mich., Ohio, Wis. (\$6,207 to \$9,267); Address 3.

**Ceramic engineer**: N.Y., N.J. (\$6,207 to \$7,304); Address 6.

**Chemical engineer**: Md. \$7,304 to \$17,055; Address 17. N.Y., N.J. (\$6,207 to \$17,055); Address 6. Idaho, Mont., Oreg., Wash. (\$6,207 to \$10,619); Address 24.

**Civil engineer**: Ariz., Colo., Southern Idaho, Nebr., Nev., N. Mex., S. Dak., Utah, Wy. (\$6,207 and \$7,304); Address 48. Oreg., Wash., Idaho, Mont. (\$6,207 to \$9,267); Address 24. Ill., Ind., Ky., Mich., Ohio, Wis. (\$6,207 to \$9,267); Address 3. Pa. (\$7,987); Address 44. Calif. (\$6,207 to \$7,987); Address 9. S.C. (\$6,207); Address 19. 17 Western States (\$6,207 to \$7,987); Address 21. New England States (\$7,987 and \$9,267); Address 18. W. Va. (\$6,207 to \$10,619); Address 49. Tenn., La., Miss., Mo. (\$6,207 to \$10,619); Address 47. 22 States east of Mississippi and Puerto Rico (\$6,207 to \$7,304); Address 43. Mo., Nebr. (\$6,207 to \$17,055); Address 14. N.Y., N.J. (\$6,207 to \$17,055); Address 6. Tex., Okla., La., Ark. (\$6,207 to \$9,267); Address 4.

**Construction engineer**: Ill., Ind., Ky., Mich., Ohio, Wis. (\$6,207 to \$9,267); Address 3. Tenn., La., Miss., Mo. (\$7,304 to \$10,619); Address 47. N.Y., N.J. (\$7,304 to \$17,055); Address 6. Oreg., Idaho, Mont., Wash. (\$6,207 to \$9,267); Address 24.

**Electrical engineer**: Oreg., Wash., Idaho, Mont. (\$6,207 to \$9,267); Address 24. Pa. (\$7,987 to \$10,619); Address 44; Address 15. Calif. (\$7,304 to \$10,619); Address 12; Address 13. Alaska (\$6,207 to \$9,267) plus 25 per cent differential; Address 20. Calif. (\$7,987 to \$10,619); Address 9; (\$6,207 to \$9,267); Address 25. New England State (\$6,207 to \$9,267); Address 23. S.C. (\$6,207 to \$7,987); Address 19. 17 Western States (\$6,207 to \$7,987); Address 21. Md. (\$7,304 to \$17,055); Address 17; (\$6,207 to \$9,267); Address 36; (\$9,267); Address 50. W. Va. (\$6,207 to \$10,619); Address 49. Tenn., La., Miss., Mo. (\$6,207 to \$10,619); Address 47. N.Y., N.J. (\$6,207 to \$17,055); Address 6. Tex., Okla., La., Ark. (\$6,207 to \$9,267); Address 4. Hawaii (\$6,207 to \$9,267); Address 41.

**Electronic engineer**: Calif. (\$7,987 to \$14,680); Address 12; (\$7,304 to \$12,510); Address 9;

(\$6,207 to \$10,619); Address 25. Pa. (\$7,987 to \$10,619); Address 15; (\$6,207 to \$12,510); Address 40. Ohio (\$7,987 to \$9,267); Address 33. Oreg., Wash., Idaho, Mont. (\$6,207 to \$9,267); Address 24. S.C. (\$6,207 to \$7,987); Address 19. Alaska (\$6,207 to \$9,267 plus 25 per cent differential); Address 20. New England States (\$6,207 to \$14,680); Address 23. Md. (\$6,207 to \$9,267); Address 36. N.Y., N.J. (\$6,207 to \$17,055); Address 6. N. Mex. (\$7,987 to \$10,619); Address 39. Hawaii (\$6,207 to \$7,987); Address 41). Ill., Ind., Ky., Mich., Ohio, Wis. (\$6,207 to \$9,267); Address 3. Fla. (\$6,207 to \$12,510); Address 52.

**Fire prevention engineer**: N.Y., N.J. (\$7,304 to \$17,055); Address 6.

**General engineer**: Calif. (\$10,619); Address 9. Tenn., La., Miss., Mo. (\$6,207 to \$7,987); Address 47. W. Va. (\$6,207 to \$10,619); Address 49. N.Y., N.J. (\$6,207 to \$17,055); Address 6. Idaho, Mont., Oreg., Wash. (\$6,207 to \$10,619); Address 24.

**Hydraulic engineer**: Oreg., Idaho, Mont., Wash. (\$6,207 to \$9,267); Address 24. New England States (\$7,987 and \$9,267); Address 18. Tenn., La., Miss., Mo. (\$7,304 to \$10,619); Address 47. 17 Western States (\$7,987); Address 21. N.Y., N.J. (\$7,304 to \$17,055); Address 6. Ill., Ind., Ky., Mich., Ohio, Wis. (\$6,207 to \$7,987); Address 3.

**Industrial engineer**: Calif. (\$6,207 to \$9,267); Address 25. Ill., Ind., Ky., Mich., Ohio, Wis. (\$6,207 to \$9,267); Address 3; (\$6,207 to \$9,267); Address 42. Mo. (\$6,207 to \$17,055); Address 14. Tex., Okla., La., Ark. (\$6,207 to \$9,267); Address 4. Utah (\$6,207 to \$9,267); Address 22. N.Y., N.J. (\$6,207 to \$17,055); Address 6. Oreg., Wash., Idaho, Mont. (\$6,207 to \$9,267); Address 24.

**Maintenance engineer**: N.Y., N.J. (\$7,304 to \$17,055); Address 6. New England States \$7,987 and \$9,267; Address 18.

**Marine engineer**: N. H. (\$6,207 and \$7,304); Address 38. Pa. (\$7,987); Address 44; (\$7,987 to \$10,619); Address 15. Calif. \$6,207 to \$9,267; Address 25. N.Y., N.J. (\$6,207 to \$17,055); Address 6. Hawaii (\$6,207 to \$9,267); Address 41.

**Materials engineer**: W. Va. (\$6,207 to \$10,619); Address 49. N.Y., N.J. (\$7,304 to \$17,055); Address 6. Idaho, Mont., Oreg., Wash. (\$6,207 to \$10,619); Address 24.

**Mechanical engineer**: N.Y., N.J. (\$6,207 to \$17,055); Address 6. Alaska (\$6,207 to \$9,267 plus 25 per cent differential); Address 20. Oreg., Wash., Idaho, Mont. (\$6,207 to \$9,267); Address 24. New England States (\$6,207 to \$9,267); Address 38. Pa. (\$7,987 and \$9,267); Address 44; (\$7,987 to \$10,619); Address 15. Calif. (\$7,987 to \$10,619); Address 9; (\$7,987 to \$14,680); Address 12; (\$6,207 to \$9,267); Address 25; (\$9,267); Address 13. S. C. (\$6,207 to \$7,987); Address 19. Ill., (Continued on Page 10)

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# Civil Service LEADER



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TUESDAY, APRIL 5, 1966

## CSEA's Impressive Score

ALTHOUGH the 1966 session of the State Legislature is not yet over, the Civil Service Employees Assn. has, to date, piled up a truly impressive score of victories in behalf of public employees. An eight percent, across-the-board pay raise has been won for all State employees, including judicial aides and non-teaching personnel in the State University System.

Advances were made just this past week on two levels in the career system. Governor Rockefeller signed a CSEA-proposed bill that will let employees earn the salary of their current grade when promoted and Budget Director T. Norman Hurd has approved a reallocation of the State's Correction Officers, long fought for a by the Employees Association.

In the retirement field, the Legislature has approved a vitally important CSEA-sponsored bill, proposed by Comptroller Arthur Levitt, that will eventually lead to guaranteed half-pay retirement for State workers and the legislation is permissive in political subdivisions. The bill is now before the Governor and should be approved.

These are the dramatic gains to date. Other important victories will continue to be reported here. In the meantime, the present is certainly impressive.

## Moving Too Fast?

EVEN before the Mayor released the findings of the Tri-Partite Panel on Collective Bargaining, a furor was raised over contents of their report.

One union has already threatened to strike if the recommendations are implemented. Other union groups representing City employees are considering such action.

The report, drawn up by a panel consisting of representatives of the City, large labor unions and impartial arbitrators, would, in the opinion of the smaller labor groups, eventually place their existence in jeopardy.

Not enough time has elapsed to give a complete study to this report and all the ramifications involved, but on the surface, a lot more equity has to be included in this document before the smaller unions will accept it.

We suggest that a deeper study of the report be promulgated before any of its recommendations are enacted.



## SOCIAL SECURITY Questions and Answers

"My wife and I both receive social security benefits on my account. She doesn't work but I do. I understand that each of us is entitled to earn up to \$1200 a year and still get all our social security benefits. Since she doesn't work, does that mean that I can take the \$1200 she is allowed to earn and add it to mine so that I can earn \$2400 a year and still get all our benefits?"

No. Each beneficiary can earn up to \$1200 a year while receiving social security benefits but the \$1200 allowance cannot be combined.

I have filed for social security benefits but I expect to earn over \$4800 this year. Can I receive any benefits this year?"

Perhaps; social security benefits can be paid regardless of your total yearly earnings if there are any months during the year in which you neither earn over \$100 as an employee, nor render substantial services as a self-employed person. For more details, ask the district office for booklet OOSI-23, "If You Work While You Get Social Security Payments."

## LETTERS TO THE EDITOR

Letters to the editor must be signed, and names will be withheld 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, 97 Duane St., New York, N.Y. 10007.

### Warns of Taxes From Lump Sum Payment From Pension System

Editor, The Leader:

It is a truism of life that each step of progress creates its own unique problems. The elimination of the "death gamble" contingency in the State Retirement structure is a case in point. The improved benefits to the employee's family are self-evident. They are no longer denied the pension portion if the employee dies before retirement.

Many employees who have passed the optional retirement age do not realize the tax consequences of receiving lump sum payments from the State Retirement System. In the case of employees in the median grades of state service, the payment in the event of untimely death, could amount to many thousands of dollars.

According to the Federal Internal Revenue Code, the lump sum payment is taxed as a long-term capital gain, after first reducing the total by a \$5,000 death payment exclusion, and by the amounts actually paid in by the employee.

The employee's contributions were made during periods of lower earnings for the most part, while the State's contributions are based on the highest earnings. The State's share and accumulated interest on contributions (taxable portion) will be considerably more than the return of the employee's contributions (tax-free portion). Therefore, the benefits may be measurably reduced by the Federal income tax.

This mistake can be avoided if the employee, upon reaching the optional retirement age (usually 55), specifies annuity payments to his beneficiary, rather than a lump sum, in the event that he dies before retirement. The retirement law permits this option. Annuities are favored under Federal tax law by a more lenient computation of the taxable portion, spread over many years.

In addition to the tax benefit, an annuity election is advisable if the employee feels that his beneficiary would be more secure financially with regulated monthly income payments.

Of course, a beneficiary could purchase an annuity with the lump-sum proceeds, but she would first have to pay the applicable tax on the proceeds before reinvesting it. In order to avoid the full tax treatment, the choice must be made by the employee, not his beneficiary.

I suggest that employees who are over 55 years of age consider this alternative.

LAWRENCE A. NEWMAN  
Brooklyn

### Giardino Is Speaker

Board of Education vice president Alfred Giardino was the main speaker at dedication ceremonies of James J. Reynolds Junior High School in Brooklyn on March 28.

## Civil Service Law & You

By WILLIAM GOFFEN



### Lack Of Due Process Seen

JEAN JACQUES Rousseau's Confessions are a model of candor. The Board of Examiners of the Board of Education of the City of New York apparently expects the same remarkable degree of candor of an applicant for a teacher's license whose confession compulsion should at least equal Rousseau's. Indeed, "lack of candor to the extent required of a teacher" is frequently an assigned cause for rating the record of a teacher without tenure unsatisfactory and the cancellation of his substitute and regular licenses.

OTHER REASONS for cancellation of license may be assigned. Typical are "lack of integrity" in the teacher's denial that he ever resigned from a position rather than face charge of incompetency or "falsification of record" in omitting a period of prior employment from his application. Whatever other reasons may be enumerated for cancellation of a substitute license, a regular license, or both, the list is likely to conclude with "lack of candor during interview with the committee."

THE LICENSE committee consists of two members of the Board of Examiners who interview the teacher. He is not notified in advance of the phases of his life record to be questioned. He is not permitted representation by counsel. No stenographic record is kept of the interview. The absence of verbatim minutes renders it impossible for either the Committee on Appeals of the Board of Examiners or a Court to ascertain the justification of a determination of "lack of candor."

THE BOARD OF Examiners does not restrict its inquiries to recent events. It may go back 10 years or longer in evaluating a record. In this respect, its procedures seem to conflict with the public policy of the State Legislature which has enacted Section 2573 of the Education Law, Subdivision 8a provides that disciplinary proceedings may not be brought against tenured teachers on specifications of incompetency or misconduct which occurred more than three years earlier. A similar public policy is reflected by Section 75 of the Civil Service Law, which at subdivision 4 protects permanent Civil Service employees from the commencement of disciplinary proceedings more than three years after the alleged incompetency or misconduct.

A SALUTARY By-law of the Board of Education (sec. 89, subd. 7b) mandates that a copy of any report on a teacher to a superior officer be given to the teacher within 10 days from the date of its filing. Apparently the disregard of the By-law does not inhibit the Board of Examiners in holding against the teacher principals' report filed years ago and never even shown to the teacher. Such reports may contain unfair hearsay, complaints by unjustly irate parents or a principal's reaction to the teacher's raised voice in resentment of a reprimand. The fact that the principal may have rated the teacher's performance satisfactory by the end of the year does not inhibit the Board of Examiners in rating the teacher's record unsatisfactory for "insubordination" or for other causes based on the illegally included reports.

WITH THE growing judicial emphasis upon due process, it is hoped the Board of Examiners may revise some of its procedures. The judicial trend is illustrated by the Willner case, a 1963 determination of the United States Supreme Court. The Court held that an applicant for admission to the New York State Bar was denied procedural due process when a license to practice law was refused on the basis of a derogatory letter to the Character Committee. Justice Douglas emphasized that procedural due process often requires the right of "confrontation and cross-examination of those whose word deprives a person of his livelihood." Is there any reason why a candidate for licensure as a teacher should not similarly be assured a fair hearing with the right of confrontation and cross-examination of unfavorable critics?

IN THE NEW YORK Court of Appeals case of Hecht v. Monaghan, the New York City Police Department's revocation of a hack driver's license was annulled because he was not informed in advance of his hearing that prior complaints were to be passed upon in determining his right to retain his license. As noted by Judge Conway, a party whose rights are being determined "must be fully appraised of the claims of the opposing party and of the evidence to be submitted, and must be given the opportunity to cross-examine witnesses, to inspect documents and to offer evidence in explanation or rebuttal."

CERTAINLY, there is no intention to minimize the importance and effectiveness of the work of the Board of Examiners. Yet, should there not be a revision of its procedures to give greater assurance of due process?



**KATHLEEN MYERS**  
State



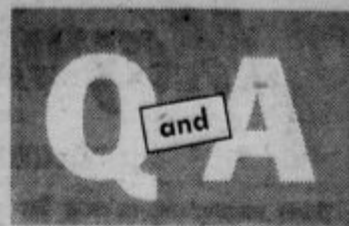
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**QUESTIONS AND ANSWERS . . .**

. . . 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, 135 Washington Ave., Albany, N.Y. Please do not submit questions pertaining to specific claims. Only questions of general interest can be answered here.

# First Pictures Of Miss Civil Service Entrants

This week The Leader presents four pictures of Miss Civil Service Contest entrants. Publication of their pictures does not necessarily mean that they will be in the final judging. These entrants are simply representative of the entries The Leader receives.

Sponsored by The Leader for the third consecutive year, the Miss Civil Service Contest includes winners in each of the four categories of government in New York State. They are New York City, New York State, Federal and local government.

Prizes for the winners will be announced in the near future with some surprises promised. Closing date for entries will also be announced soon.

Entrants may be single or married. A 5 x 7 or 8 x 10 picture would be preferable but any size

picture should accompany the entry blank.

Send all entries to the Miss Civil Service Contest, c/o The Civil Service Leader, 97 Duane Street, New York City.

## Miss Civil Service Contest

Name .....

Address .....

City .....

Area of Employment — circle one —

Federal    State    New York City    Local

Title ..... Department .....

Business Address .....

Send entries to Miss Civil Service Contest, c/o The Civil Service Leader, 97 Duane Street, New York City.

## 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, April 10**

10:30 p.m.—Viewpoint on Mental Health—"Clinical and Pastoral Training Services."

**Monday, April 11**

4:00 p.m.—Around the Clock—New York City Police Training Program. "Public Morals Law Enforcement."

7:30 p.m.—On the Job—New York City Fire Department Training Program.

**Tuesday, April 12**

2:00 p.m.—Nursing Today II—"Supervision in Nursing."

4:00 p.m.—Around the Clock—New York City Police Department Training Program, Repeat.

9:00 p.m.—Televised Clinical Science Seminar. "Tropical Diseases in American Travelers."

**Wednesday, April 13**

2:00 p.m. Nursing Today, II—Repeat.

2:30 p.m.—Viewpoint on Mental Health—Commissioner Marvin Perkins of the New York City Mental Health Board interviews Dr. Ralph Kaufman on "Psychiatric Services in a General Hospital."

4:00 p.m.—Around the Clock—New York City Police Dept. program. Repeat.

7:30 p.m. On the Job—New York City Fire Department training program.

10: p.m.—International Interview—United Nations Representatives are interviewed by newsmen.

# H.I.P. Presents 135,000 Name Petition To Leg.

Armed with petitions bearing 135,000 signatures, a delegation of subscribers of the 700,000-member Health Insurance Plan of Greater New York visited the State Legislature last week to urge support for legislation to permit H.I.P. to own and operate its own hospitals.

Led by David Hurwitt of Plainview, L.I., chairman of Consumers for H.I.P. Hospitals, the delegation traveled to Albany in a motorcade. Carried in mail sacks, the petitions were delivered to the sponsors of the legislation, State Senator Norman F. Lent (R-East Rockaway) and Assemblyman Albert H. Blumenthal (D-Manhattan).

Hurwitt, a Brooklyn junior high

**Thursday, April 14**

4:00 p.m.—Around the Clock—New York City Police Department program. Repeat.

7:30 p.m.—On the Job—New York City Fire Department training program.

9:30 p.m. City Close-up—Patricia Marks interviews leading City figures on the changing New York scene.

**Friday, April 15**

4:00 p.m. Around the Clock—New York City Police Department training program, "Public Morals Law Enforcement."

9:00 p.m.—Courts and Lawyers at Work—"Selection of Jurors."

**Saturday, April 16**

7:00 p.m.—Community Action—"Work and Mental Health."

7:30 p.m.—On the Job—New York City Fire Dept. training program.

school principal, said he had been assured by legislative sources that the H.I.P. petitions represented the largest number that had been gathered in some years.

"We obtained these signatures within a few weeks and could easily have doubled their number if we had more time," he declared. "We have found the public to be deeply concerned about rising hospital costs, and they welcome the initiative being taken by H.I.P. in the effort to curb them.

"H.I.P. members have a consistently lower hospital utilization rate than people covered under other medical plans," Hurwitt said. "When H.I.P. can operate its own hospitals and integrate its medical and hospital services, it will be able to demonstrate a basic new approach to reducing hospital costs."

The delegation represented H.I.P. subscriber committees in five New York City boroughs and Nassau County.

The Lent-Blumenthal bill, which has been endorsed by Marion B. Folsom, chairman of Governor Rockefeller's Committee on Hospital Costs, would amend the State Insurance Law to enable H.I.P., a non-profit medical insurance plan, to buy, build or lease its own hospitals.

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# Mayor's Employee Bargaining Proposals

## Preamble

This memorandum sets forth procedures which the signatories hereto unanimously deem to be necessary and desirable for the effectuation of collective bargaining, and of the peaceful settlement of disputes, between the City and the organizations representing its employees.

Underlying the parties' agreement on this memorandum is their commitment to the philosophy and practice of the peaceful settlement of disputes in order to prevent strikes or other interruptions of service. The procedures set forth herein are designed to accomplish this result.

The City and the employee organizations signatory hereto affirm their intent to negotiate in good faith on all matters within the scope of collective bargaining and to settle such matters at the bargaining table, not in other forums.

The signatories hereto unanimously recommend that the substance of the provisions of the enclosed memorandum be enacted into law by an Executive Order superseding Executive Order 49, and, to the extent necessary, by a Local Law both of which shall be uniformly applicable to all organizations representing City employees.

The City and the employee organizations signatory hereto solemnly pledge themselves to adhere and give full faith compliance to such Executive Order and Local Laws so as to achieve the settlement of disputes by the peaceful procedures which they will provide.

## Agreement

The Parties hereto agree as follows:

A. Collective bargaining is the most effective means in our society for matching employer requirements with employee needs. A healthy bargaining relationship provides the maximum promise that labor-management disputes will be resolved by peaceful measures to the great advantage of the disputants and, in the case of public employment, to the even more important advantage of the public.

B. Because the rights normally enjoyed by employees in private employment are not available by law to employees in public employment, there is the greater need to ensure that collective bargaining takes place and that provision be made for effective procedures for the peaceful resolution of differences when bargaining results in an impasse. The procedures set forth herein are designed to meet this greater need. These procedures offer positive assurance; (a) that employees will be treated fairly; (b) that the City will be able faithfully to discharge its obligations as employer, without interruption to the public services it furnishes; and (c) that the people of the City will be protected, as they have a legal and moral right to be, in their access to essential public services.

## I - Collective Bargaining Policy

It is the policy of the City of New York to engage in collective bargaining and enter into written agreements with employee organizations holding certificates entitling them to represent City employees in designated bargaining units for the purpose of collective bargaining on the subjects and pursuant to the conditions set forth in Section II below.

## II - Scope of Collective Bargaining

A. The City and certified employee organizations shall engage in collective bargaining on wages (including but not limited to wage rates, pensions, health and welfare benefits, uniform allowances and shift premiums), hours, and working conditions subject to the provisions of Section II-B below and shall negotiate on these matters in good faith in accordance with the procedures hereinafter set forth.

B. It is the right of the City, acting through its agencies, to determine the standards of services to be offered by its agencies; determine the standards of selection for employment; direct its employees; take disciplinary action; relieve its employees from duty because of lack of work or for other legitimate reasons; maintain the efficiency of governmental operations; determine the methods, means and personnel by which government operations are to be conducted;

determine the content of job classifications; take all necessary actions to carry out its mission in emergencies; and exercise complete control and discretion over its organization and the technology of performing its work. The City's decisions on these matters are not within the scope of collective bargaining, but, notwithstanding the above, questions concerning the practical impact that decisions on the above matters have on employees, such as questions of work load or manning, are within the scope of collective bargaining. Assignment of employees to duties substantially different from those stated in their job classification may be the subject of grievance procedures.

The City and certified employee organizations shall bargain and conclude final agreements on matters within the scope of collective bargaining on which the Mayor or agency heads under his jurisdiction have authority to make final decisions, notwithstanding that such matters are governed by orders, rules and regulations previously promulgated by the Mayor or such agency heads.

The City and certified employee organizations shall bargain on matters within the scope of collective bargaining which require action by a body, agency or official whose actions are either not subject to or are not fully subject to the Mayor's jurisdiction or control (except promotional lists and examinations which shall be the subject solely of grievance provided that the bargaining on such matters shall be directed to the question whether or not to request such body, agency or official to take such action. If such a matter goes to a dispute panel under Section VI-E hereof and the panel determines and recommends that such action be taken, it shall make such recommendation, not to the parties, but directly to such body, agency or official. The dispute panel, as part of its recommendations, may in each case recommend, in light of the facts of the particular dispute, whether completion and execution of the agreement shall be contingent upon favorable action by such body, agency or official, or whether it shall precede such action. If completion and execution of the agreement is contingent upon such favorable action and such action is denied, any alternative recommendations made by a dispute panel shall not exceed in total cost to the City the cost of the original recommendations.

The City shall continue to bargain on all matters within the scope of collective bargaining with organizations representing employees in the Police, Fire, Sanitation and Correction Services.

The City shall continue to bargain with employee organizations representing Career and Salary Plan employees on those matters within the scope of collective bargaining that are unique to particular departments or particular classes of employees, such as wages, salary grades, shift differentials, welfare funds and working conditions.

The City shall bargain on city-wide issues within the scope of collective bargaining relating to Career and Salary Plan employees, such as overtime and time and leave rules which must be uniform for all Career and Salary Plan employees, but only with an employee organization or council or group of employee organizations representing more than 50 percent of all Career and Salary Plan employees. The City shall bargain on pensions for Career and Salary Plan employees only with an employee organization or council or group of employee organizations representing more than 50 percent of all such employees. The terms agreed upon to govern these issues shall be applicable to all employees in the Career and Salary Plan. Such terms will become effective upon the subsequent making of new or renewal agreements covering a majority of the employees affected.

The basic salary and increment structure and pay plan rules of the Career and Salary Plan shall not be subject to the dispute panel provisions of Section VI-E below.

Nothing contained in the preceding paragraphs shall prevent the City from meeting with any employee organization representing employees who are affected for the purpose of hearing their views and proposals on such city-wide matters or pensions. The organization, council or group with which the City negotiates shall be informed in advance of any such meeting, and any changes or modifications in the terms of such city-wide matters shall be made only through negotiations with such organization, council or group.

Determination of wages, hours, working conditions and fringe benefits of prevailing-rate employees will continue to be handled as at present pending completion of a study by the Tri-Partite Panel of the workings of Section 20 of the Labor Law. Every effort should be made to expedite such determinations.

## III. Authority of Bargaining Representatives

The City shall select the person or persons authorized to negotiate on its behalf, who will have power to negotiate on all matters subject to collective bargaining.

## IV. Office of Collective Bargaining

A. Collective bargaining procedures between the City and employee organizations shall be subject to the guidance of an agency that is independent of either party. This agency shall be known as the Office of Collective Bargaining (OCB). It shall have the duty to make certain that each party complies with its obligations hereunder; to oversee adherence to the collective bargaining procedures set forth herein; to administer procedures for resolving deadlocked disputes; to perform the functions involved in the determinations involved in the determination of bargaining units, the certification or decertification of bargaining agents and related matters; and to recommend changes or improvements in these procedures.

B. The OCB shall be administered by a Board consisting of seven members. Two members shall be appointed by the Mayor and two by the Municipal Labor Committee (MLC) described in Section V hereof, and such members shall serve at the discretion of the appointing party. The Mayor's and MLC's appointees shall, by unanimous action, select the other three members (who shall be called the "impartial members") and shall designate one of them as chairman of the OCB. The impartial members shall serve for terms of three years, except that in the case of the first three impartial members, the chairman shall serve for a term ending on Dec. 31, 1968, one member shall serve for a term ending Dec. 31, 1967, and one member shall serve for a term ending Dec. 31, 1966.

The chairman shall be the full-time administrative head of the agency and shall be paid an annual salary of \$30,000. The chairman, with the unanimous approval of the Board, shall have such staff assistance as reasonably may be required. The other two impartial members shall receive a per diem fee of \$150 for each day spent on the business of the OCB. The four other members shall serve without compensation. The impartial members shall be compensated for expenses actually incurred.

The board shall meet at least six times a year at times to be determined by the Board and at other times on call of the chairman or on request of any two members.

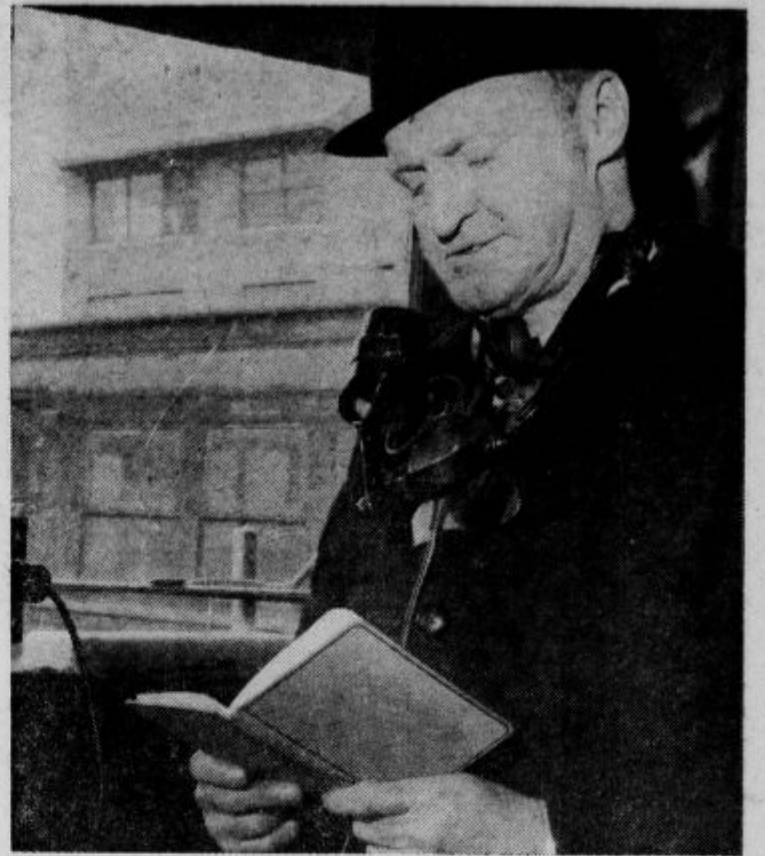
C. The functions of the OCB shall be allocated as follows:

1. The Board, acting by majority vote, shall:
  - a. Determine whether in any case a party has complied with its obligations under these procedures;
  - b. On request of a party to a disagreement as to the interpretation or application of any term or provision hereof make a final and binding decision thereon;
  - c. Recommend to the parties changes or improvements in the procedures set forth in these procedures.
2. The impartial members, acting by majority vote, shall make all decisions involved in the determination of bargaining units, the certification and decertification of bargaining agents, and related matters.
3. The chairman shall:
  - a. Have general administrative responsibility for carrying out OCB procedures, including dispute procedures as established herein, subject to the approval of the Board;
  - b. Oversee adherence to the collective bargaining procedures and report thereon to the Board;
  - c. Direct the operations of the staff.
- D. At least twice a year, and at such other times as the chairman determines, the Board or such members thereof as it may designate, shall conduct meetings between representatives of the City responsible for labor relations and the steering committee of the MLC for the purpose of discussing mutual problems and developing solutions for them. These meetings shall not take up particular grievances or negotiate change in wages or working conditions, but shall deal with problems of general application including those arising out of the administration of these procedures. By means of these meetings, the City and employee organizations should be encouraged to cooperate in the improvement of collective bargaining and to anticipate and correct conditions that might otherwise develop into sources of conflict. The chairman shall also have the responsibility to convene similar meetings between representatives of particular departments and of employee organizations certified in those departments.





**SIGNALS** — William F. Eller, left, a signal maintainer, explains the working of a safety device for stopping a train automatically in the event it passes a danger signal. He is working on a 100-foot length of track, complete with ballast, ties, switches and signals, which occupies a part of the school.



**EQUIPMENT** — Robert J. Black of Bay Ridge, Brooklyn, a motorman instructor, attached to the 14 St. Training Center of the New York City Transit Authority, checks equipment to be used on the system. Motorman instructors keep abreast of what's happening in operations as well as in the classroom.



**TRAIN OPERATION** — Walter F. White, a motorman instructor, explains train controls to bus drivers being indoctrinated for promotion to motorman's position. The school provides promotional training as well as indoctrination and refresher courses.



**CRAFTS** — Alfonso Deltito, a structural foreman, instructs sheet metal workers during a refresher course conducted for Authority craft workers. Similar classes are held for plumbers, woodworkers, masons and other skilled craftsmen.

## The Leader Visits The Transit Authority's 'Campus'

THE setting was the New York City Transit Authority's "concrete campus," tucked beneath West 14 St. at Eighth Ave. where the Canarsie subway line terminates and connects with the IND lines.

Francis Sieber, a signals foreman, was lecturing a refresher class in signal maintenance, his plaid sports shirt open at the throat and his sleeves rolled to the elbow. Only a couple of hours earlier he and most of his pupils had been working their regular shifts on the New York City subway system.

The class was one of six in session that morning at the school, which this year is expected to handle more than 21,000 trainees, about 60 per cent of those who will attend Authority courses, designed to keep employees at peak efficiency.

On another day, Bob Black, a motorman instructor, can be found giving a down-to-earth talk on human relations to new supervisors:

"Always have the passenger on your side. If you haven't got it fellows, you're out of luck . . . You're responsible for the scene. If your men make a mistake, you're responsible, even if you don't open your mouth . . . men must want to work for you . . ."

The school, headed by Vincent R. Staats, coordinator of training, offers 62 courses. Its 18 classrooms and demonstration areas are manned by a full-time staff of 15 supplemented by part-time specialist instructors from the Authority's various departments. Experts like Siebert, who teach after working hours, are paid by the Board of Education.

The curriculum covers a variety of subjects. In a room adjoining the signal maintenance class, Sal Criscione, a power distribution foreman, was using equipment and a blackboard to explain the workings of circuit breakers, the heavy-duty safety valves that act as fuses on the system's power lines.

Nathan Popolski, a signal maintainer, was demonstrating the system's newest signal panel with a model switchboard.

John Conniff, an assistant station supervisor and full-time member of the faculty, was outlining the duties of station personnel to a group of 10.

On the second level, 18 men were clustered around Walter White, another full-time staff member, who was explaining the brake mechanism found underneath a subway car.

From the time a trainee pushes his way

through the entrance marked "Employees Only," he is surrounded by equipment, charts, training aids and photographs designed to remind him (or her) of the job ahead.

Along one wall of an upper level demonstration area is a group of turnstiles and other fare collecting devices. A 100-foot length of track, complete with ballast, ties, switches and signals occupies another part. Models of the latest signal equipment are now being installed along this "right-of-way."

On the second level are mock-ups of the various door mechanisms used on Authority cars, operating examples of devices for coupling one car to another, motorman's control equipment, air compressors and banks of batteries.

Situated at one end is a work shop with tools and supplies necessary to train masons, carpenters, plumbers, sheet-metal workers and other skilled craftsmen.

Classes begin at 8 a.m. and the school closes at 7 p.m. Trainees fall into three general categories — those preparing for promotional examinations, those taking refresher courses and those taking induction training, having passed civil service examinations and been appointed to jobs.

(Continued on Page 14)





# Mayor's Employee Bargaining Proposals

(Continued from Page 8)

E. The chairman's salary and expenses and the per diem fees and expenses of the other two other two impartial members shall be shared equally between the City and the qualified employee organizations under rules and regulations to be issued by the OCB which, among other things, may provide how the burden of such costs shall be distributed among employee organizations. The fees and expenses of mediators, arbitrators, or members of dispute panels and related expenses incidental to the handling of deadlocked disputes shall be borne equally by the parties to the particular dispute. All other costs of the OCB, such as rent, administrative and clerical staff, equipment, telephones, et cetera, shall be met by the City.

F. The Board, unless more than one member dissents, may delegate duties relating to the maintenance of registers of mediators, arbitrators or members of dispute panels, the submission of the names of such persons to the parties for selection in a particular dispute, the conduct of representation or decertification elections or related matters to any other bona fide independent impartial agency.

## V. The Municipal Labor Committee (MLC)

The Municipal Labor Committee (MLC) shall consist of representatives of qualified organizations of city employees. The existing Labor Committee of the Whole of the Tri-Partite Panel, acting under its present chairman, shall serve as a temporary steering committee of the MLC and shall draft rules governing membership eligibility, organization and voting procedures of the MLC and the method of designating MLC members on the Board of the OCB. Such rules shall be submitted to the MLC for approval at a meeting to be convened by the temporary steering committee. Upon application by any employee organization, the rules governing membership eligibility adopted by the MLC shall be subject to review by the OCB for the purpose of determining

whether they are arbitrary or discriminatory.

## VI. Negotiations, Mediation and Dispute Panel

### A. Notice of Negotiations

At least ninety days (but not more than 120 days) prior to the termination of any collective bargaining agreement, the City or the certified employee organization desiring to effect changes therein on matters within the scope of bargaining as set forth in Section II above, shall file a bargaining notice with the other party, with a copy to the OCB. Within ten days after receipt of such bargaining notice, unless extended by agreement of the parties are under a duty to commence negotiations.

### B. Notice of Negotiations by Newly Certified Organization

After an organization has been newly certified as an exclusive agent to bargain for City employees, it or the City may present a bargaining notice for the terms of a collective bargaining agreement.

Within ten days after receipt of such bargaining notice, unless extended by agreement of the parties or by the OCB, the parties are under a duty to commence negotiations. A copy of such bargaining notice shall be filed with the OCB.

### C. Supervisory Responsibility of the OCB

It shall be the duty of the chairman of the OCB to maintain communication with the parties engaging in negotiations, to ascertain whether they are in fact fulfilling their obligation to meet, and to facilitate their bargaining by furnishing at the request of both parties such data or information as may aid them in their negotiations. If he believes one party or the other to be remiss in its obligation to meet promptly and to bargain in the manner and spirit contemplated by these procedures, he shall communicate this information to the highest authority in the City with overall responsibility for labor re-

lations or to the highest authority in the employee organization or in its parent organization.

### D. Mediation

1. The chairman, on his own motion, or at the request of either party not less than thirty days after the commencement of negotiations, may designate a mediator or mediators to assist the parties in arriving at an agreement, provided, however, in his judgment, the negotiations would be aided thereby. The mediator or mediators shall be assigned from a register maintained by the OCB. The persons on such register shall have been screened for listing thereon by majority vote of the Board.

2. Mediators shall be compensated at a per diem rate to be determined by the Board when on actual assignment, and shall be reimbursed for expenses.

3. It shall be the duty of the representatives of the parties to cooperate in every way with the mediators to resolve the disputes between them by collective bargaining and, if possible, without recourse to a dispute panel.

4. The mediator shall perform his duties under the general direction and guidance of the chairman of the OCB to whom he shall report as the circumstances, in the judgment of the chairman, require.

### E. Dispute Panels

#### 1. Appointment of a Panel

Upon request of both parties to a dispute, or upon the recommendation of the chairman, a dispute panel shall be established by the chairman, if the majority of the Board finds that collective bargaining, with or without mediation, has been exhausted. A dispute panel shall consist of such number of impartial persons as shall be deemed appropriate for each case by the chairman. The parties to any dispute in which a dispute panel has been appointed may each designate a consultant to such a panel to serve without compensation and without reimbursement for expenses. These consultants shall be available to the members of the dispute panel for assistance.

#### 2. Selection of Panel Members

The OCB shall maintain a reg-

ister of persons available for service on dispute panels. The persons on such register shall have been approved for listing thereon by majority vote of the Board, provided that such majority includes at least one member appointed by the Mayor and at least one member appointed by the MLC. Members of a panel shall receive a per diem rate for their services at a rate to be determined by the Board and shall be reimbursed for expenses.

Upon a finding by a majority of the Board that the conditions are appropriate for the creation of a dispute panel, the chairman shall submit to the parties a single list of seven persons from the register of dispute panel members. Each party shall state to the chairman its preference with respect to the dispute panel members to be selected. If these preferences fail to disclose agreement, the chairman shall designate the members of such panel from the register.

#### 3. Procedure of Dispute Panels

A dispute panel is empowered to mediate, hold hearings, call witnesses by invitation or subpoena, request or subpoena data, and take whatever action it considers necessary to settle the dispute. If it is unable to settle the dispute, it shall formulate recommendations for the terms of settlement. The recommendations of a dispute panel shall be filed in writing with the chairman within such period of time as he shall prescribe. The chairman, with the advice and guidance of the members of the OCB, shall determine the times at which the recommendations shall be released to the parties and to the public. In any event, not later than seven days after the dispute panel files its recommendations, they shall be released to the parties and to the public. In making its recommendation, the dispute panel shall observe the limitations imposed by Section II hereof.

### F. Preservation of Status Quo; Retroactivity

In order to effectuate the intention of the parties to settle disputes through the peaceful processes set forth, the parties agree that, without limiting the duties either may have under state or local law:

1. During the negotiations after the filing of a bargaining notice and, if a dispute panel is appointed, during the thirty-day period after such panel files its report: (a) the City shall refrain from unilateral changes in wages, hours, or working conditions; and (b) the employee organizations shall not engage in any strikes, slowdowns, work stoppages, or mass absenteeism.

2. If there is a prior collective bargaining agreement between the City and the em-

benefits of the new agreement which by their nature can be made retroactive, and which the City has customarily made retroactive, shall be retroactive to the expiration date of the prior agreement; if there is no prior agreement, the effective date of benefits is a proper subject of bargaining.

## VII. Grievance Procedure and Arbitration

A. Collective bargaining agreements between the City and organizations representing City employees shall in all cases contain provisions for grievance procedures in steps terminating with impartial arbitration of unresolved grievances. These provisions shall be in such form as the parties agree is best suited to their needs. All arbitrators shall be screened for approval by a majority of the Board of the OCB.

B. In the absence of a collective bargaining agreement provision dealing with grievance procedures and the impartial arbitration thereof, the presentation and adjustment of grievances will be governed by the existing grievance procedure except that grievances not resolved at the department or agency level shall be handled by impartial arbitration under procedures established by the OCB. The costs of the arbitration shall be shared equally by the City and employee organization appealing the grievance to arbitration.

C. Impartial arbitration hereunder shall be final and binding to the extent permitted by law.

D. Before invoking impartial arbitration the grievant or grievants shall waive their rights under CSL Section 76 and CPLR Article 78.

E. Without limiting the duties an employee organization may have under state or local law, such organizations shall not engage in any strikes, slowdowns, work stoppages, or mass absenteeism during the term of a collective bargaining agreement and a provision to that effect shall be inserted in each collective bargaining agreement.

## VIII. Termination of Procedures in Certain Cases

Without limiting the rights and duties of the City and the employee organizations under state and local law:

If an employee organization fails to accept the recommendations of a Dispute Panel within thirty days after such recommendations have been made, the Mayor shall have the right upon ninety days' notice, to terminate the applicability to such employee organization of any or all of the impasse and impartial arbitration procedures set forth herein. The failure of an employee organization to accept such recommendations shall not give the Mayor the right to impose these sanctions on any affiliated employee organization.

## IX. Effective Date

The foregoing provisions and procedures shall not become effective unless and until they are enacted into law by an Executive Order and a Local Law as set forth above.

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## Sanitary Chemist Promotion Exam In Nassau County

Nassau County will accept applications until April 13 for an examination for promotion to sanitary chemist. Candidates must be a permanent employee of the County Health Department. Salary is \$6,931 to start.

For further information contact the County Civil Service Commission, Mineola.

# Revised List of U.S. Jobs

(Continued from Page 10)

- aminers, Corps of Engineers, 424 Trapelo Road, Waltham, Mass., 02154.
- 19. Board of Civil Service Examiners, Charleston Naval Shipyard, U.S. Naval Base, Charleston, S.C., 29408.
- 20. Joint Board of Civil Service Examiners, Pouch 9, Anchorage, Alaska.
- 21. Board of Civil Service Exam., Bureau of Reclamation, Denver Federal Center, Denver, Colo., 80225.
- 22. Board of Civil Service Examiners, Departments of Air Force, Army and Navy, Hill AFB, Utah.
- 23. Board of Civil Service Examiners, Boston Naval Shipyard, Boston, Mass.
- 24. Joint Army and Air Force Board of U.S. Civil Service Examiners, 1519 Alaskan Way South, Seattle, Wash., 98134.
- 25. Board of Civil Service Examiners, Mare Island Naval Shipyard, Vallejo, Calif.
- 26. Board of Civil Service Examiners, Department of the Army, Fort Eustis, Va.
- 27. Board of Civil Service Examiners, U.S. Public Health Service, Aberdeen, S. Dak.
- 28. Interior Joint Bd. of Civil Service Examiners, P.O. Box 1679, Juneau, Alaska, 99801.
- 29. Board of Civil Service Examiners for Scientific and Technical Personnel, Naval District Washington, D.C., Naval Research Laboratory, Washington, D.C.
- 30. Board of Civil Service Examiners, Valley Forge General Hospital, Phoenixville, Pa., 19460.
- 31. Board of Civil Service Examiners, 934th Troop Carrier Group, Medium (Reserve), USAF, Minneapolis-St. Paul International Airport, St. Paul, Minn., 55111.
- 32. Board of Civil Service Examiners, U.S. Army Edgewood Arsenal, Edgewood, Md.
- 33. Board of Civil Service Examiners, Professional and Scientific Personnel, USAF, Attn: AS-PCU-30, Wright Patterson AFB, Ohio, 45433.
- 34. Board of Civil Service Examiners, Region 5, Nat'l Park Service, 143 S. Third St., Philadelphia, Pa., 19106.
- 35. Board of Civil Service Examiners, General Services Administration, 219 S. Dearborn St., Chicago, Ill., 60604.
- 36. Board of Civil Service Examiners, U.S. Naval Air Station, Patuxent River, Md., 20670.
- 37. Board of Civil Service Examiners, VA Center, Wood, Wis., 53193.
- 38. Board of Civil Service Examiners, U.S. Naval Shipyard, Portsmouth, N.H.
- 39. Board of Civil Service Examiners, Departments of the Air Force and Army, Kirtland Air Force Base, N. Mex.
- 40. Board of Civil Service Examiners, U.S. Army Electronics Command, 225 S. 18th t., Philadelphia, Pa., 19103.
- 41. Central Board of Civil Service Examiners, U.S. Army Electronics Command, 225 S. 18th St., Philadelphia, Pa., 19103.
- 41. Central Board of Civil Service Examiners, Pacific Area, Rm. 352, Federal Building, Honolulu, Hawaii, 96713.
- 42. Board of Civil Service Ex-

- aminers, Bd. No. 13, Attn: EWA-CEB, Dept. of Air Force, Wright-Patterson AF Base, Ohio, 45433.
- 43. Board of Civil Service Examiners, Sail Conservation Service, Dept. of Agriculture, Washington, D.C., 20250.
- 44. Board of Civil Service Examiners, Corps of Engineers, U.S. Army, U.S. Customhouse, Philadelphia, Pa., 19106.
- 45. Board of Civil Service Exam., Corps of Engineers, U.S. Army, Kansas City District, 1800 Federal Office Bldg., Kansas City, Mo.
- 46. Board of Civil Service Examiners, Veterans Administration Hospital, Philadelphia, Pa., 19104.
- 47. Board of Civil Service Examiners, Lower Mississippi Valley Division, Corps of Engineers, P.O. Box 60, Vicksburg, Miss., 39181.
- 48. Board of Civil Service Examiners, Forest Service, U.S. Department of Agriculture, Bldg. 85, Denver Federal Center, Denver, Colo., 80225.
- 49. Board of Civil Service Examiners, Corps of Engineers, U.S. Army, Huntington, W. Va., 25701.
- 50. Board of Civil Service Examiners, U.S. Naval Academy, Annapolis, Md.
- 51. Board of Civil Service Examiners, U.S. Naval Training Device Center, Port Washington, N.Y., 11050.
- 52. Board of Civil Service Examiners, U.S. Navy Underwater Sound Reference Laboratory, P.O. Box 3629, Orlando, Fla., 32800.
- 53. Board of Civil Service Examiners, Fourteenth Naval District, FPO San Francisco, 96610.
- 54. Board of Civil Service Examiners, Pittsburgh Corps of Engineers, Federal Building, 1000 Liberty Ave., Pittsburgh, Pa., 15222.

## Lowery Named

ALBANY—Governor Rockefeller has named Robert O. Lowery of New York City to the Fire Safety Advisory Board for a term ending March 31, 1967.

# Open Filing For Steno, Typists Jobs With U.S.

The United States Civil Service Commission is accepting applications on a continual basis for positions as stenographers and typists. These positions are in the New York City and Washington, D.C. areas.

Salary to start is \$70.80 to \$86 per week. Graduation from high school is a requirement. From six months to one year of experience is also required. Minimum age for these jobs is 18 years, however this requirement may be waived for high school graduates who may be appointed when they reach the age of 16.

For further information and applications contact the United States Civil Service Commission, New York Region, News Building, 220 East 42nd Street, New York City.

## Playground Leader In Onondaga County

Onondaga County is accepting applications for summer positions as playground leader. Exams will be held April 8, 13 and 30 and May 7 and 21. Salary is \$1.50 per hour.

For further information contact the County Department of Personnel, Syracuse.

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**Help Wanted: Ontario County CASE SUPERVISOR, GRADE B, PUBLIC ASSISTANCE.** Salary range \$5500-\$6000. Examination is open to eligibles of New York State. Examination date is May 7, 1966, with the last filing date on April 13, 1966. Applications and further information available at the office of the ONTARIO COUNTY CIVIL SERVICE COMMISSION, THIRD FLOOR, COURT HOUSE, CANANDAIGUA, NEW YORK.

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Assistant Corporation Counsel Ira Raab was the principal speaker at a recent graduation ceremony at the Stenotype Academy, 259 Broadway, New York City.

BOOKS IN REVIEW —

A TEXT IN POLITICS

By JAMES A. FINKELSTEIN

**BEHIND CLOSED DOORS: POLITICS IN THE PUBLIC INTEREST**, By Edward N. Costikyan. 326 pp. Illustrated. Harcourt Brace & World. \$6.95.

In "Behind Closed Doors" Mr. Costikyan tells the reader little about the intrigues that politics conjure up. He does, however, provide a professional insight into the machinery of government and particularly of Tommany Hall, the New York County Democratic Executive Committee. As a former leader, or Sachem of New York County, the author is able to communicate with authority exactly how the institution functions, and how, as his subtitle emits, Tammany politics is in the public interest. In so describing, he answers many questions that students of government have not been able to find in anything written previously.

Among the most significant items are exactly who makes the decisions in politics? How does the organization work in a primary and in an election and for who? What place and importance does patronage and money maintain in candidacies? How did the reform movement develop? What purpose do the Conservative and Liberal parties serve in the general political structure? What is the best method of selecting judges? What roles do polls and the press play in politics? And what possible corrections should be made in the Democratic way of doing things?

Experience Gives Answers

The last question, perhaps, more than the others illustrates the worth of the book simply because the answers can only be supplied by experience. For example, the author finds the trend of public office holders assuming more power in nominations dangerous. He bases this unpopular opinion on the theory that no

office holder wants to create a dynamic threat to his leadership. In retrospect, this does not seem far from the truth and the author points out that after all, the last of the old type Tammany bosses, Mr. Murphy, sponsored Robert Wagner Sr. and former Governor Lehman.

No book, of course, can answer all the questions but there are a few that should have been dealt with in more depth by Mr. Costikyan. Nowhere is mentioned the relative importance of Tammany Hall on the state or national level. And although the author shows well enough how decisions evolve from the bottom up through nominations, etc., he fails to show how decisions from the top down translate themselves into action. In other words, he does not show precisely how a powerful public office holder makes himself felt within an organization such as Tammany.

What is, nevertheless, remarkable about this book is the enormity of the context of reference. While primarily looking at the intrinsic workings of the organization, the author does cover somewhat its relationship outside of New York County. In short, he tells what is the modern meaning of Tammany Hall and Democratic organizational politics in the 1960's.

"Behind Closed Doors: Politics in the Public Interest" is a laudable text. It compares to Sayre and Kaufman's work on "Governing New York City" and is a necessary addition in the study of political science.

Westchester County Tab Unit Supervisor

Westchester County will accept applications until April 18 for an examination for tabulating unit supervisors in various school districts of the County. Salaries vary according to location.

For further information contact the County Civil Service Commission, White Plains.

Labor Foreman In Jefferson County

Jefferson County will accept applications until April 18 for an examination for labor foreman. Salary in this job is \$3,860 to start.

For further information and applications contact the County Civil Service Commission, Watertown.

DON'T REPEAT THIS

(Continued from Page 1)

many important Democrats feel that, in general, this group has failed to fulfill the hopes of two years ago when the party was riding high with President Johnson and, later, when Governor Rockefeller started to go downhill, largely because of his sales tax program. The powerful position of the Democrats in the public eye has declined and it has been noted that Rockefeller in the meantime has regained considerable strength among the voters.

A GOP Ace

The Republicans also have another ace and that is Senator Jacob Javits. If Rockefeller has a good chance it is felt that Javits would be a sure thing against any candidate. And as this column was the first anywhere in the world to note—and some time ago—Javits has the lofty ambition of being the GOP vice presidential candidate in 1968. To control the New York delegation he would operate more powerfully as governor rather than Senator. Also, as governor he would not have to leave office should he fall in his bid for the Vice Presidential nomination. With these thoughts in mind you can be sure that if Rockefeller should falter the Javits steamroller would get into action.

Another factor worrying the Democrats is that, whether he says so or not, Mayor John V. Lindsay is considered a Republican by the rank and file voter and this gives the GOP three strong, appealing personalities that are constantly in the news, constantly creating an image of

GOP action in the public eye. But even more important is the effect now of a strong GOP organization in the city.

What's The Matter?

Why aren't the Democrats catching fire? O'Connor, for instance, is a highly attractive candidate of integrity with tremendous organization support. His friends are worried, however, by the limp reaction to some of his recent public appearances. Levitt is said to be too cautious. Nickerson, for many, is too suburban, slightly self-righteous in presenting his point of view and frequently unaware that a candidate needs friends everywhere—including the civil service. FDR, Jr., has been off on his timing too many times; Stratton has been very quiet for some reason and Samuels is just not well-enough known.

Wagner, at this point, has made no open move toward capturing the nomination. He still has the complete loyalty of the Liberal Party leaders behind him, however, and if Lindsay lives up to Wagner's predictions that he will not become a good mayor, Wagner may feel vindicated enough with New York City voters to fight for the gubernatorial spot on the ticket.

One of these men has to do something—and very soon—to make a tremendous impact with the public. He will have to strike gold with the voters or the gubernatorial race will go down the drain for the Democrats. They all have the desire and the knowledge to make a hot race but they are either holding back for

unknown reasons or are off on a wrong track altogether—or they just haven't got it.

Another Wilkie

All this leads to the fact that there are many top Democrats who feel the answer for winning the election this Fall is a new face; a new man with the personality and imagination that would catch fire with the convention delegates in the manner of Wendell Wilkie and the Republicans in 1940 and, in turn, dazzle the rank and file voter.

Several new faces of this type are within reach, many Democratic leaders feel. One of these is the highly respected president of Cornell University, James A. Perkins. Manhattan District Attorney Frank H. Hogan is another. He has always drawn voters from both parties; he has forthcoming important cases to prosecute that will keep him in the headlines—and he is still one of the best speakers on any political circuit. Losing a Senate race to a top vote getter like Kenneth Keating has not diminished either his appeal or his potential.

Another Democratic personality whose fame continues to spread is Theodore W. Kheel, whose reputation as a labor expert and mediator has earned him a steady press and constantly increased his prestige. Although just in his fifties, Kheel has the appearance and drive of a man of lesser years and, it is felt, would have popularity with the younger voters. Ethnic and labor groups like him and respect him and Kheel will get more notice when he appears in a lead story of a forthcoming issue of a top national magazine.

Smith and Botein

And then there are others: Stephen Smith, brother-in-law of Sen. Robert Kennedy, is another highly attractive, sought-after candidate. He is handsome, intelligent, and a skilled politician. He would be the only one of the group who would, like Sherman, "choose not to run". This is largely due to his complex business activities in behalf of himself and the Kennedys, especially because of Ambassador Kennedy's illness.

The dignity, integrity, intelligence of Bernard Botein, presiding justice of the Appellate Division of the First Department of the Supreme Court here, makes him a favorite of a good many Democrats. He, too, but for different reasons, probably couldn't be drafted.

All of this does not mean that the current contenders, headed by O'Connor, are out of the race—not at all! But it does mean that none of them have the nomination in the bag. There is still time for any of them to dynamite the present, lethargic picture now before the public and get into action. In the meantime, the search is still on for a candidate who can do just this and more, and the cry of delegates to the Democratic convention may be the equivalent of "We want Wilkie."

NOTE: The editors of this column would very much appreciate hearing from our readers on this subject. If any of the names mentioned here represent the candidate of your choice we would be interested in knowing this. If you have any new names to propose we would be very much interested in hearing about your suggested candidate. Address all correspondence in care of "Don't Repeat This", 97 Duane Street, New York, N.Y. 10007.

Apply By April 18 For State Promotion Exams

The State of New York is accepting applications until April 18 for promotion examinations in various departments and agencies. These exams are open only to qualified employees of the department or agency for which the examination is announced. Following are the exam title, number and salary.

- Interdepartmental ADMINISTRATIVE SERVICES—** 36-031 to 035—\$8,365 to \$10,125.
- SENIOR PERSONNEL EXAMINER—** 32-044—\$8,365 to \$10,125.
- Conservation**
- LIEUTENANT, PARK PATROLMAN** (Niagara Frontier State Park Commission)—32-054—\$7,725 to \$9,070.
- Education**
- DIRECTOR**, (Division of General Education)—32-055—\$16,655 to \$19,590.
- Labor**
- Division of Employment EMPLOYMENT SERVICES REPRESENTATIVES —** 32-046—\$7,745 to \$9,070.
- EMPLOYMENT SECURITY MANAGER—** 32-047—\$8,825 to \$10,670.
- OCCUPATION ANALYST —** 32-048—\$8,825 to \$10,670.
- SENIOR EMPLOYMENT SERVICES REPRESENTATIVE—** 32-049—\$8,825 to \$10,670.
- Mental Hygiene**
- ASSISTANT DIRECTOR** (Mental Hygiene Occupational Therapy)—32-033—\$10,895 to \$13,080.
- Public Works**
- ASSISTANT ARCHITECT—** 32-038—\$8,825 to \$10,670.
- LANDSCAPE ARCHITECT—** 32-036—\$8,825 to \$10,670.
- SENIOR ARCHITECT—** 32-039—\$10,895 to \$13,080.
- SENIOR LANDSCAPE ARCHITECT—** 32-037—\$10,895 to \$13,080.
- State University**
- Downstate Medical Center, Bklyn. TRAINING AIDE—** 32-041—\$4,725 to \$5,855.
- State Insurance Fund**
- New York Office**
- INSURANCE COLLECTOR—** 32-034—\$5,000 to \$6,180.
- Social Welfare**
- PROFESSIONAL WELFARE PROMOTIONS—** 36-090 to 116—G-20 td 28.
- Thruway**
- SECTION MAINTENANCE SUPERVISOR—** 32-040—\$7,745 to \$9,070.

The above salaries reflect the changes which took place on April 1.

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

Tab Machine Op. Westchester County

Westchester County will accept applications until April 18 for an examination for tabulating machine operator. Salary varies according to location.

For further information contact the County Civil Service Commission, White Plains.

\$1,000 Suggestion Winners Now Being Chosen By Committee

Due to the heavy and unexpected response to the \$1,000 Jerry Finkelstein Foundation award for the best suggestion on making New York City a better place to live and work, selection of finalists is taking longer than anticipated. The small selection committee is now processing the suggestions and is preparing to turn their results over to the panel of judges who will make the final determination. The judges will be announced in a forthcoming edition of The Leader. The winner of the award will be announced in June with the Miss Civil Service finalists.

Subway Campus Visited

(Continued from Page 9)

The first group, which receives no pay for time spent in school, accounts for about 25 per cent of the total. New employees are eligible for promotion training after successfully completing a probation period of six months to a year. Refreshers of eight hours are required of every motorman and conductor every two years. Supervisors receive a 16-hour course every two years.

Louis J. Leone, assistant coordinator of training, likes to emphasize the progress made by the school.

"We've had some types of training here for many years," he said recently, "but over the past 10 years out activity has increased at least 10-fold."

# The Job Market

By V. RAIDER WEXLER

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

Recent high school graduates, female, are wanted as **TYPISTS** and **STENOGRAPHERS** at various Manhattan locations. Typists with proficient skills will earn \$55 to \$65 a week. Stenographers tested at 80 words per minute will get \$65 to \$85 a week. Experienced female **TYPIST-CLERKS** with good typing skills and able to perform diversified duties can get permanent jobs in various Manhattan locations at \$65 to \$75 a week. Apply at the Office Personnel Placement Center, 575 Lexington Avenue, Manhattan.

Needed in Queens are **GARNETT MACHINE OPERATORS** for day and night shifts. Day workers will earn \$69 a week and up, and night shift men will get \$74 a week and up. A **DENTAL TECHNICIAN** on gold work is wanted. He will get \$150 a week to work on crowns and fixed or removable bridge work. He will wax, carve, invest and finish gold work. Apply at the Queens Industrial Office, Chase Manhattan Bank Building, Queens Plaza, Long Island City.

**PROGRAMMER - ANALYSTS** are needed for electronic data

processing in commercial or technical firm. College graduates preferred with two years' experience with IBM 1,400 and 1,7000 series. Salaries start at \$8,000. **SYSTEMS ANALYSTS** will get \$9,500 a year and up to do system design for IBM 1,400 and 7,000 series. Some openings require graduate degrees with two years' and more experience. Apply at the Professional Placement Center, 444 Madison Avenue at 50th Street, Manhattan.

A Brooklyn manufacturer of automobile parts needs **MAINTENANCE MECHANICS** for its night shift. The job involves setting up and servicing automated metal stamping and forming equipment as well as inspecting and measuring the final product. The job pays \$3.12 an hour plus a ten per cent bonus for night work. **ELECTRICIANS** with house, industrial and commercial experience will earn \$2.50 to \$3.50 an hour. Driver's license preferred. Apply at the Brooklyn Industrial Office, 250 Schermerhorn Street in downtown Brooklyn.

A **C & P JOB PRESSMAN** with two years' experience will get \$80 to \$90 a week to set up and op-

erate a Chandler and Price job press. A **PHOTOSTAT MACHINE OPERATOR** with commercial experience will earn from \$70 to \$100 a week to operate 2, 4 photo-seat machines for commercial copying establishment. A fully experienced **BLUEPRINT MACHINE OPERATOR** will earn \$70 to \$100 a week to work in commercial photocopying firms. Apply at the Manhattan Industrial Office, 255 West 54th Street, between Broadway and Eighth Avenue.

Needed in Brooklyn are **AUTO MECHANICS** to do general automotive repair. Work includes ignition, brake, front and rear end, some alignment engine repair and drive train, clutch and standard transmission. Must have own tools and operator's license. The pay is \$90 to \$125 for a 5 to 6-day, 40 to 48-hour week. Experienced **AUTO SERVICE STATION ATTENDANTS** are needed to sell gas and oil, fix flats, some minor repairs car lubrication. Must have New York State driver's license. The pay is \$65 to \$90 for a 6-day, 54-hour week including weekends. Apply at the Brooklyn Industrial Office, 250 Schermerhorn Street in downtown Brooklyn.

**Physical Therapists** Needed in Queens is a **PLAST-**

**ER MAN** in mechanical dentist work. He will mix plaster, pour into impressions to make model of cast of full and partial dentures and fixed bridge work. The pay is \$100 a week to start. An **ACRYLIC-FACINGS** worker is wanted to wax, invest and pack. Must be able to blend own shades. Will finish and polish on crown and bridge work. The salary is \$100 a week and up. Apply at the Queens Industrial Office, Chase Manhattan Bank Building, Queens Plaza, Long Island City.

**SECRETARY - STENOGRAPHERS** with one to five years' experience and good skills are needed at various Manhattan locations. Salary ranges from \$80 to \$95 a week. Experienced **OFFICE PERSONNEL** with a knowledge of typing and ability to do figure work will earn \$70 to \$85 a week. Must be able to handle order processing and inventory control. Apply at the Office Personnel Placement Center, 575 Lexington Avenue at 51st Street, Manhattan.

**OCCUPATIONAL THERAPIST** for psychiatric and orthopedic patients, children and adults. The pay is \$5,000 to \$7,000 a year. Apply for these positions at the Professional Placement Center, 444 Madison Avenue, at 50th Street, Manhattan.

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**On Benefits—**

# Jefferson County Chapter Presents Three Point Plan To Watertown City Council

WATERTOWN—The Jefferson chapter, Civil Service Employees Assn., has asked the Watertown City Council to give "serious consideration" to proposals involving increased benefits for City employees.

The Chapter, headed by Mrs. Fannie W. Smith, has submitted to the Council and City Manager Ronald G. Forbes, proposals to:

1. Continue the present five percent reduction in retirement contributions but add the other three per cent permitted by the State for a total eight percent benefit.

2. Allow four week vacations for workers after 10 years of service.

3. Permit three days personal leave for City employees. The purpose of this proposal, according to the Chapter, would be to have time available for individuals for personal business, religious holiday observance, adverse weather conditions, medical appointments, etc.

**Committee**

Mrs. Smith, along with members of the proposals committee—Kenneth Brown, Mrs. Mae Kemp and Clarence B. Evans—have asked the Council for a meeting to discuss the Chapter's suggestions.

President Smith also informed the Council that the Jefferson chapter is "wholeheartedly" supporting a State law which, if approved, would establish a \$6,000-a-year minimum pay for municipal firemen and police.

**Named A Visitor**

ALBANY—Dr. James G. Parke of Albion has been named to the Board of Visitors at Albion State Training School for Boys. He succeeds Dr. Walter Shifton of Rochester, who resigned.

**Bonus Day Added**

## 5-Day Tour For Bahamas Is Now Open

As a result of the Memorial Day holiday, the third trip to the Grand Bahamas for Civil Service Employees Assn. members and members of their immediate families will be five days instead of four, it has been announced.

Despite the bonus day added, cost of the tour will be only \$155. This price will include round trip air fare from New York to Freeport, the Grand Bahamas; rooms at the Holiday Inn, meals on modified American plan.

The tour departs from Kennedy Airport, on May 26 and returns May 30. It should be noted that this offering is strictly limited to CSEA members and members of their immediate families.

Application may be made by writing to Sam Emmett, 1060 East 28th St., Brooklyn, N.Y. 11230. After 5 p.m., telephone (212) CL 2-5241. A \$50 deposit should accompany each application. Early reservations are urged as these trips have usually been sold out shortly after they are announced.

**CSEA Asks —**

## State To Reallocate Ground Supervisors & Groundsman Titles

ALBANY — The Civil Service Employees Assn. presented requests for Statewide reallocation of the titles of groundsman and supervisor of grounds to the Division of Classification and Compensation at a hearing recently.

In behalf of appellants Robert Love, groundsman at Craig Colony State School, and Herbert DeLeyser, supervisor of grounds at Willard State Hospital, CSEA seeks to reallocate the Grade 4 groundsman title to Grade 7, and supervisor of grounds from Grade 10 to Grade 14.

Thomas M. Coyle, assistant director of research, represented the Employees Association at the hearing, which was also attended by representatives of the Department of Mental Hygiene and the State University of New York who expressed full agency support.

**Court Aides Raise**

(Continued from Page 1)

recess imminent and still no action in the lower house, Speaker Travia intervened personally at the behest of CSEA and moved the bill through the Assembly only hours before the recess.

The approved bill, which has an April 1 effective date, then was sent to the Governor who gave it final approval almost immediately.

The measure had been introduced two weeks ago in the Senate under the auspices of Majority Leader Earl Brydges. The Assembly sponsor of the bill was Max Turshen (D.-Brooklyn).

**All Aides Covered**

The legislation covers all court employees, including those working for the Court of Appeals, the Appellate Division, Supreme Court, the State Court of Claims, the Judicial Conference and related agencies.

Commenting on the measure, CSEA Joseph F. Feily said "We are particularly proud of the response of Speaker Travia and the Governor, both of whom gave their personal attention to the bill, once we had pointed out the urgency of its passage."

Feily also singled out the respective sponsors of the measure, Senator Brydges and Assemblyman Turshen, whom, he said, "responded admirably to CSEA's petition for the court employees."

**New Chairman**

ALBANY—R. Stewart Kilborne of Katonah is the new chairman of the Saratoga Springs Commission.

As the state conservation commissioner, he succeeds Dr. Harold G. Wilm, former conservation commissioner.



(Leader Staff Photo by Deasy)

**SPEAKER** — Assemblyman Thomas V. LaFauci, chairman of the Assembly Civil Service Committee makes a point during his address before the Capital District Conference, Civil Service Employees Assn. recently. Others on the dais included left to right: Edgar Troidle, treasurer; Margaret

Fleming, second vice-president; Theodore Wenzl, first vice-president of the statewide CSEA; Marian Farrelly, secretary; A. Victor Costa, Conference president; Max Benko, first vice-president and Leonore Schreiner, parliamentarian.

**Nominating Committee Appointed**

# LaFauci Praises Public Employees At Capital District Conf. Meeting

By JOE DEASY, JR.

ALBANY — Terming the eight per cent pay increase voted by the State Legislature and signed into law by Governor Rockefeller recently as "public acknowledgement that you deserve recognition," Assemblyman Thomas V. LaFauci (D.-Queens), last week praised State employees in an address before the bi-monthly meeting of the Capital District Conference here.

"The people of the State of New York owe each and everyone of you a debt of gratitude for the work that you are doing in their behalf," the chairman of the Assembly's Civil Service Committee noted.

**Albright Praised**

LaFauci further praised Harry W. Albright, Jr., counsel to the Civil Service Employees Assn. for the "straight forward help he has been to the committee in his explanation of the Association's legislative goals . . . Harry has made us keenly aware of the CSEA's program and the work of the public employee in New York State," he continued.

Assemblyman LaFauci discussed bills which have come before his committee during this year's session of the Legislature prior to the Conference voted to support the regular Conference meeting.

The Conference voted to support a bid by the Rensselaer County chapter urging that the County Board of Supervisors form a subcommittee to study employee problems in the County. Chapter president Ruth Owens reported that the chapter's previous requests to the Board for such a committee has been ignored. A. Victor Costa, Conference president, was mandated by the delegates to contact the State Association headquarters, seeking an early meeting with the supervisors to discuss the problem.

**Membership Plaque Approved**

John W. Raymond, president of the Gilleran Memorial chapter, Department of Public Works, and a member of the Statewide membership committee of CSEA, was named Conference membership committee chairman. His suggestion that a plaque be presented to the chapter within the Conference that reports the greatest

percentage increase from the employees eligible to join, was approved by delegates.

Margaret Fleming, chairman of the "Past Presidents' Night," to be held at Rafaele's Restaurant, April 18, reported that reservations are still available for the dinner-dance which is to honor both Conference and member chapter past presidents.

The Conference also indicated that future social activities similar to the Ice Capades, held at the RPI Field House recently, be scheduled by the Conference activities committee. The Ice Capades was a "huge success," according to Costa who reported that 1,680 of the 2,000 seats were filled on "Capital District Conference Night."

The South American tour, coordinated by Deloras Fussel, past Conference president, has been completely booked, with a long waiting list for cancellations, it was reported. The Puerto Rico trip, coordinated by Velma Lewis of the Department of Mental Hygiene is still available with no exact price set although it will be "about \$250."

**HIDDEN VALLEY SELECTED**

Delegates to the Conference meeting voted support to a recommendation by the Site Selection committee to hold the annual meeting at the Hidden Valley Dude Ranch in Lake George. Hidden Valley was recommended by the committee which included Mary Rakebrand, chairman, Irving Handler and Patricia Cenci. This year's meeting has been moved up one week to June 17, 18 and 19 in order to take advantage of off-season rates.

The complete program for the annual meeting has not been set but the nominating committee

to present a slate of officers for election has been appointed. The committee will present two candidates for each Conference office at the next meeting on May 23. Ballots will be distributed and returned during the annual meeting.

The committee to present the slate will consist of Abe Kranker, Department of Law; Frank Corr, Department of Audit and Control; Ruth Owens, Rensselaer County; John McGinn, Social Welfare Department and Mary Rakebrand, Correction Department.

## Western Conf. Meeting Is Set For April 16

ROCHESTER — A quarterly meeting of the Western Conference of the Civil Service Employees Assn. will be held Saturday, April 16, at the Beacon Inn on Route 21 in Hornell.

The business portion of the meeting will begin at 1:30 p.m. and include the report of the nominating committee for new Conference officers for 1966-1967. There will also be a study and discussion of the revision of the Conference's constitution and by-laws.

A cocktail hour, dinner and dancing will follow the business meeting. Hornell and Alfred chapters will be hosts.

Reservations should be made before April 9 by contacting Mrs. Dorothy Markham, Department of Public Works, Hornell. Tickets at \$4.50 per person include dinner, cocktails and tip.

State officers have been invited to attend.