

Civil Service LEADER

America's Largest Weekly for Public Employees

Vol. XXVIII, No. 4 Tuesday, September 27, 1966 Price Ten Cents

Conference Stories

See Pages 14 & 16

SWEEPING REALLOCATIONS PROGRAM SOUGHT BY EMPLOYEES ASSOCIATION



MENTAL HYGIENE MEET — Representatives of the Civil Service Employees Assn. met last week with Dr. Alan Miller, Mental Hygiene Dept. Commissioner, and two of his staff members to discuss a wide range of departmental problems. Dr. Miller assured CSEA that a high level representative would attend the departmental meeting of CSEA at the Mental Hygiene session

on Oct. 12 in Buffalo during the annual meeting. Seen in front are, from left, Mrs. Anne Bessette, Marie Herbold and Granvill Hills, Mental Hygiene Dept. director of personnel. In rear, from left, are Mrs. Pauline Fitchpatrick, William Rossiter, CSEA President Joseph F. Feily, Charles Ecker, Dr. Miller, George Felkel, Philip V. Wexler, Mental Hygiene director professional education and training, Dr. Hugh Lafave and Vito Ferro.

CSEA Pushes On Thruway Workers Pay And Benefits

ALBANY—Representatives of the Civil Service Employees Assn. last week pressed for additional wage and fringe benefits for rank-and-file State Thruway workers, at a meeting with top-level officials of the super highway.

Although full details of the three hour session at Thruway headquarters here were not released, pending study of the CSEA demands, it was learned that R. Burdell Bixby, board chairman, assured the employee representatives that the Authority would act within 30 days on salary reallocations—affecting at least ten titles. The titles are:

Mechanical stores clerk, laborer, construction equipment operator (light), maintenance man (mechanic), toll collector, construction equipment operator (heavy), motor equipment repairman, toll equipment repairman, toll equipment maintenance foreman, section maintenance supervisor, assistant toll equipment maintenance supervisor, and toll equipment maintenance supervisor.

It was learned also that CSEA representatives feel strongly that, as a result of their demands, the authority will act on the question of time-and-one-half pay for overtime work in the next few months, hopefully in time to include necessary funds in its 1967 budget.

On its demands for 600 across-the-board salary increases, the Employees Assn. will submit additional demands.

Lefkowitz Will Install NYC Chap.

State Attorney General Louis J. Lefkowitz will install recently-elected officers of the New York City chapter at the regular delegate's meeting of the chapter on Sept. 29 at 5:30 p.m. in Gasner's Restaurant, Duane St.

Rules For Cash Advances Given

ALBANY—Regulations governing cash advances to State employees who duties involve overnight travel, as authorized by legislation won in the recent session of the Legislature by the Civil Service Employees Association, have been issued to all State Departments and Agencies by State Comptroller Arthur Levitt.

In releasing the regulations, Levitt noted that the advances are intended to cover daily meal allowances and pay out-of-pocket expenses of employees who must be away from their regular stations overnight.

Under the new Section of the Comptroller's Rules and Regulations concerning employee travel, two types of travel advances may be made—one for employees in continuing travel status and the other for employees whose duties involve occasional travel.

A full explanation of eligibility, documentation etc. is contained in amendments to the rules and regulations, which have been sent to all agencies for distribution to affected employees.

Thousands Would Be Upgraded In Appeal Effort From CSEA

ALBANY—Sweeping salary reallocations affecting some 28,000 State employees in office and clerical titles have been filed by the Civil Service Employees Assn., it was announced today.

The reallocation requests, covering some 180 individual titles, were submitted last week in one group to J. Earl Kelly, director of the State Division of Classification and Compensation. The requests were compiled and formulated by CSEA's Special Committee on Reallocation of Office and Clerical Workers, in conjunction with the organization's research staff there.

In supporting data, the Employees Assn. said, "The internal salary relationship among State titles promulgated . . . in 1954, has been altered to the extent that it is absolutely necessary to reallocate upward these office and clerical titles to remove the present inequities and recover the original relationship . . ."

CSEA pointed out that over the past few years, many State titles have been reallocated upward, but, ". . . very few, if any, of the general office and clerical titles" have been included in these reallocations.

Duties Stressed

In stressing that the duties of office and clerical personnel have

changed considerably over the past ten years, the Employees Assn. said that "One cannot strictly categorize clerical duties and responsibilities to the extent that progressive changes can never receive recognition. A higher degree of skill is required of the clerks than ever was necessary in the past," CSEA contended.

"The whole area of general office administration, including new programs and procedures, has affected all of the positions for which we are requesting upward reallocation," CSEA pointed out.

Other Points

Another point stressed by CSEA was that:

"The State of New York has embarked upon new programs over the past decade that were not even conceived before that period. The success or failure of most of these programs depends upon the work being done by general office and clerical employees. Though the credit for many successful programs usually is attributed to professional admini-

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CORRECTION:

Metro Conf. Meet Is At Manhattan State Hospital

The Metropolitan Conference of the Civil Service Employees Assn. will meet at noon in the Assembly at Manhattan State Hospital, Ward's Island, New York City.

In last week's issue of The Leader, it was inadvertently reported that the meeting would be held in Gasner's Restaurant.

Ward's Island may be reached by taking the East Side IRT to 125th St. and using bus service to the island. Automobiles should go to the Triboro Bridge and, after paying toll, exit left to Ward's Island.

Rochester CSEA

Rochester chapter of the Civil Service Employees Assn. will meet Sept. 28 at 8 p.m. in the 40&8 Club. Cal Rosenbaum, chapter president has announced, Harry W. Albright, Jr., CSEA counsel will be principal speaker.

Don't Repeat This!

The Deputy Mayor

Robert Price Will Definitely Leave City Hall

WHEN Deputy Mayor Robert Price, whose departure from City Hall has been much speculated upon, was asked why he was spending weekends visiting Minnesota and other states recently, he reportedly told one newsmen "It's just that I love to view America's beautiful mountains and valleys."

The real view Price has his eye on, however, is the state of the Republican Party nationally in

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Don't Repeat This!

(Continued from Page 1)
1968, the year when the philosophical tone of the GOP will be set in 1972. The assumption is that President Johnson will be re-elected in 1968 for a final term.

Price is to Lindsay what ex-White House aid Ken O'Donnell was to the late President John F. Kennedy. But, unlike O'Donnell, Price is known as a most controversial and argumentative figure. Lately, however, Price's public personality has taken on a newly modest air. This is part of a studied effort to change his political image.

His departure from City Hall, which intimates say is certain within a few months, is based on a number of factors from the practical and idealistic nature of the Deputy Mayor. He enjoys his close, warm daily relationship with Mayor John V. Lindsay. On the other hand, the routine affairs of the Deputy Mayor's office bore him immensely. He still is a vociferous, articulate advisor to the Mayor and lively debate remains a favorite pastime. But he does not easily suffer the company of fools and dullards, privately or publicly.

Aside from these restrictions, the major reasons why his friends say Price has made up his mind to leave City Hall are that the position of Deputy Mayor does not offer a large enough base for him to operate politically and does not give Price, a devoted family man, a sufficient financial guarantee for the future. The most desirable combination for this, therefore, would be a position in a law firm or private industry that would provide an ample income and, at the same time, continue his political activity. Undoubtedly, he would do well in the money-making activities of private enterprise.

GOP Future

As for the Republican Party in coming years, Price is genuinely concerned about what path the

GOP will take and he is determined to fight against any party nomination in 1968 that would produce another debacle such as the Barry Goldwater nomination in 1964.

In an interview with this newspaper early last Spring, the Deputy Mayor said then that he did not know how long he would be staying in City Hall and that he was not interested in political office, himself. In a later interview, he also emphasized his Republicanism and his devotion to a modernized and liberalized GOP. He is known to feel that unless the Republican convention moves back to a more liberal position it will have no room for the John Lindsays, Jack Javits or George Romneys in 1972.

It is for the latter reason that Price, undoubtedly, has started now to travel across the country, seeking support for "modern" Republicanism. He denies this officially, as well as rumors that he went to Michigan to give Governor Romney there a hand in his re-election.

Two-Party Concern

The Deputy Mayor is known to feel deeply about preservation of the two-party system, without which he feels the freedoms of America could not be preserved. Perhaps this is why he has had his private differences with Lindsay supporter and Liberal Party leader Alex Rose. He reportedly feels that another disaster would be produced in 1968 with the nomination of a Goldwater-type candidate and the effect would be the demoralization of the GOP which would last many years after the 1972 elections.

While his close friends say that Price has not completely formulated a program to accommodate his combined goals of private employment and strong political activity he is definitely on the road now from City Hall.

Note: Mayor Lindsay so little desires the departure of Price he will not permit it as a topic of conversation. When Price eventually does go, however, you can expect his personal and political ties with Lindsay to remain as firm as ever.

Returning Vets

New York State residents preparing to go on active duty with the Armed Forces can be reasonably sure that their present job, unless it is a temporary one, will be available to them when they return to civilian life, according to William A. Donoghue, Director of the Westchester County Veterans' Service Agency.

An employer is required by law to restore a returning serviceman to his former position if he still qualifies to perform its duties, or to another of equal seniority, status, and pay, unless his circumstances have so changed as to make it impossible or unreasonable for him to do so.

However, veterans must apply for reinstatement to their old job within ninety days after their release from active duty, or within ninety days after release from hospitalization that continued for not more than a year after separation.

The local office of the Veteran's Service Agency located at the County Office Building, White Plains: 515 North Avenue, New Rochelle, and 904 South Street, Peekskill.

Toll Collector Exam: Nov. 5

Applications are being accepted by New York State until Oct. 3 for the Nov. 5 open competitive examination for toll collector on the State's highways. The salary for this position is \$4,725 to \$5,855 per annum.

These persons are in the New York State Thruway Authority; East Hudson Parkway Authority; Jones Beach State Parkway Authority, in Nassau and Suffolk counties; New York State Bridge Authority, operating the Bear Mountain Bridge, the Kingston-Rhinecliff Bridge, the Mid-Hudson Bridge, the Newburgh-Beacon Bridge and the Rip Van Winkle Bridge.

The eligible list from this examination will also be used to fill part-time vacancies during the summer and on holidays. Part-time employees are paid \$1.75 per hour.

All applicants must be at least 20 years of age to take the test and at least 21 years old for appointment.

Also, for appointment a valid New York State drivers licence is required. Applicants must be at least five feet tall and have 20/30 vision. Candidates who pass the written test will be required to take a physical examination.

The written test for appointments will include examinations of clerical accuracy and change-making accuracy.

For applications and further information contact the State Campus, 1220 Washington Ave., Albany or Room 1100, 270 Broadway, New York City or Room 303, State Office Building, Buffalo.

Some Message!

ALBANY—Safety Message from the State Department of Motor Vehicles: "Motor Vehicle Death Rate at 25 Year High."

Register and Vote

CIVIL SERVICE LEADER
America's Leading Weekly
for Public Employees
LEADER PUBLICATIONS, INC.
97 Duane St., New York, N.Y. 10007
Telephone: 212 BEekman 3-6010
Published Each Tuesday
at 290 Lafayette Ave.
Bridgeport, Conn.
Entered as second-class matter and
second-class postage paid, October 3,
1939 at the post office at Bridgeport,
Conn., under the Act of March 3, 1879.
Member of Audit Bureau of Circulations.
Subscription Price \$5.00 Per Year
Individual Copies, 10c

Your Public Relations IQ

By LEO J. MARGOLIN



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

MEMORANDUM to all civil servants:

"SEAT-OF-THE-PANTS" election campaigns are out.

CAMPAIGNS run by well-paid, highly experienced specialists are in.

WE BRING these latest developments in the screwy world of politics to our readers because they ought to know how the people who affect the working lives of the civil service corps get elected to their jobs.

AFTER ALL, your top bosses are either elected officials or appointees of these officials. Or if the elected official is a legislator, he too affects your pay, your working conditions, and the laws you must carry out and enforce.

LESS AND LESS is the fate of a political candidate in the inept hands of the old-style political leader. More often than not, he ran a political campaign by faulty instinct, erroneous calculation, and thoroughly bad judgment.

WE CAN testify to the truth of the assertion by one of the new breed of campaign specialists when he said:

"THE SO-CALLED pros frequently don't know anything. One calls and says, 'Whaddya hear?' They only talk to each other."

MORE AND MORE—in California, New York, Connecticut, Pennsylvania, and Michigan—the political campaign is being run by the professional campaign manager whom you would almost never see or hear.

THE SPECIALISTS who make a business of running political campaigns, shun many of the traditional vote-getting techniques.

INSTEAD THEY skillfully wield the tools of modern communications—television, advertising, public relations and—most important—opinion research or public opinion polls.

IN FACT, some of the tech-

niques of these specialists are downright heretic. They frequently urge a candidate not to campaign because he can't make effective speeches or field hot questions.

INSTEAD THEY rely on billboards and handbills. One such specialist recently elected a state senator in California by the simple message repeated a million or more times: "Three cheers for Pat Milligan." Pat Milligan was elected, although few voters ever saw him in the flesh or even knew who he was.

THE TACTICS of the professional campaign managers are usually not that oversimplified.

ACCORDING TO one of the more successful specialists, the key to the actual running of a campaign is "common sense and an ability to make decisions. Most campaigns get stalled when there is no one to make decisions."

THERE ARE two sides to the public relations coin in the trend to hire men who make political campaigns their business.

ONE SIDE is that the campaign run with the efficiency and split-second timing of a military machine, may not really give the voter a chance to exercise a genuine choice based on solid information. Professionals go for razzle dazzle that obscures the real issues and the candidate as he really is.

THE OTHER SIDE of the coin is that campaigns will no longer be exercised in futility by some political leader, who has the title

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Case Worker Positions Open With City Now

The Department of Personnel is seeking to fill positions as case worker I in the Department of Welfare. Applications will be accepted and the entrance examination administered every Tuesday, holidays excepted, at 9 a.m. and 1 p.m.

All examinations are given at the Personnel Department's office at 40 Worth St., Manhattan.

Salary for this position starts at \$5,750 for the first six months, increases to \$6,050 for the remainder of the first year. Automatic promotion is given satisfactory employees in this trainee title at the end of the first year to case worker II at a salary range of from \$6,100 to \$8,200 a year.

Requirements for this position include only a baccalaureate degree from an accredited college.

For further information, contact the Department of Personnel, 49 Thomas St., New York City or call 566-8700.

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THE PUBLIC EMPLOYEE

By JOSEPH F. FEILY

President,
Civil Service Employees Association



Union Fact-Twisting

NORMALLY, THE Civil Service Employees Assn. ignores the rantings of union organizations which represent a small minority of public employees in New York State and which base their reasons for existence on attacks on the Employees Association rather than representing the members they claim to have.

THE LATEST attack by Council 50 AFL-CIO is particularly deplorable because of its self-righteous and self-pitying tones and its childish bleating that CSEA beat it out again in representing employees.

ENTITLED "CSEA LIES," the union article complains that CSEA is circulating literature claiming exclusive credit for the 8 per cent increase that State employees received last April. We certainly are doing just that.

THE UNION calls the literature "a slick printed job" and says it must have been done "by a scab printing shop" because it doesn't "have a union bug on it." (We are flattered by the union's compliments on the "slick" job we did. Actually, the whole piece was done right in CSEA headquarters by CSEA employees and on CSEA equipment and is just another of the many money-saving services CSEA performs for its members throughout the year at 1/5 the dues the union charges.)

THE UNION claims "the 8 per cent increase was not acceptable because it wasn't enough . . ." The union also maintains that CSEA ". . . is just double-talking state employees because by 'exclusively' the Association means that it accepted this 8 per cent without protest when, at the same time, Council 50 was yelling that 8 per cent wasn't enough."

BY THIS TIME, most State employees are well aware of the long, arduous and well-documented negotiations CSEA carried on with administration and legislative leaders to win the 8 per cent salary increase this year. But for a refresher course for the union, let's quickly look at the steps taken by CSEA to accomplish this year's pay increase.

BEGINNING almost a year ago, CSEA staff and committees undertook an exhaustive salary study of its own that in final form reached more than 60 printed pages and was generally acknowledged by everyone concerned to be one of the most comprehensive salary documents any organization ever armed itself with in preparing for salary negotiations.

BASED ON this document, CSEA's salary committee presented its findings to the Association's entire delegate body of some 800 members at its Annual Meeting in October. The delegates voted for CSEA to seek a 12 per cent across-the-board increase.

SUBSEQUENTLY, the Salary Committee met on numerous occasions with legislative and administrative leaders and, after gruelling negotiations, won the 8 per cent across-the-board increase. As a matter of fact, CSEA announced the final figure on Jan. 11, a day before the State itself announced it.

THIS INCREASE represented more than 50 million new dollars in the State budget for State employees and represented months of hard work by the Association and its members. The 8 per cent increase represented, also, fully two-thirds of the Association's original request. And we defy the union to show us any place in public employment or private employment where a union was able to get two-thirds of the salary increase it asked for its members.

IN ADDITION, although the union has been completely silent on these other points, let's not forget the new "1/60th retirement plan" and the \$2,000 fully-paid death benefit for retired employees that CSEA also has won, in addition to the other 33 pieces of SUCCESSFUL legislation for which CSEA was responsible.

NOW, LET'S FOR a moment look at the union's efforts. After CSEA adopted its salary program, the union came up with his own proposals; proposals not backed by any studies or statistical information or facts; proposals that represented the union's usual pie-in-the-sky requests.

THEN, UNTIL CSEA's salary victory was announced, the union spent most of its time complaining that State officials would not meet with them. For the next several months following CSEA's victory, the union spent its time (and its members' money) complaining that CSEA settled for too little.

IT IS ONE THING to play the spoiled child's game of

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1/60th Retirement Plan Asked By Caso For Nassau

HEMPSTEAD — Following negotiations with the Nassau County chapter of the Civil Service Employees Assn., Ralph Caso, Hempstead Town supervisor, announced he would introduce a resolution on Oct. 3 to the County Board of Supervisors to provide all Nassau County employees with a non-contributory retirement plan.

Caso said his bill, based on the 1/60th guaranteed, half-pay retirement legislation won by CSEA in the Legislature this year, would become effective as of Dec. 23 if approved.

Irving Flaumenbaum, chapter president, noted that the current members of the Retirement System would benefit by portions of the plan which are retroactive to April, 1960.

Three towns — Hempstead, North Hempstead and Oyster Bay — already have the non-contributory retirement plan.

Health Department

ALBANY—A new county health department has been established by Onondaga County.

The action has the support of State Health Commissioner Hollis S. Ingraham.

Monroe Studies CSEA Request For Exclusive Bargaining, Howe Reports

(From Leader Correspondent)

ROCHESTER—Monroe County Manager Gordon A. Howe says he will give serious consideration to a proposal that the Civil Service Employees Assn. become the exclusive bargaining agent for all county employees.

"In the past," he said, "we have always discussed mutual problems with the association, and we welcome the chance to discuss this latest proposal."

Howe pointed out that the County Board of Supervisors has sole authority for signing any bargaining contract with the CSEA or any other employee group.

Board Chairman Leonard Boniface indicated that he, too, would be willing to discuss the request with representatives of the CSEA and with members of the board's personnel and salaries committee.

Would Cover All Aides

Vincent A. Alessi, president of the CSEA's Monroe County chapter, proposed to Howe and the board that his chapter be designated as the exclusive bargaining agent for all 3,400 permanent county employees.

The chapter's membership now includes 2,400 county employees, or more than 70 per cent of the total, Alessi said.

In a letter to Howe, he asked for "the opportunity of meeting

Dr. Delmar Named Asst. Commissioner

ALBANY—Dr. Dale E. Harroff Delmar has been named assistant commissioner for preventive services for the State Health Department at \$22,800-a-year.

The appointment was announced by Dr. Hollis S. Ingraham, who said Dr. Harroff would supervise and help set department policy in the fields of cancer control, heart disease, chronic disease and geriatrics, maternal and child health.

Poughkeepsie Aids Petitioning For CSEA Representation

(From Leader Correspondent)

POUGHKEEPSIE—Sixty-five per cent of the city workers, exclusive of those employed in the Poughkeepsie school system, including 226 persons, have indicated their choice of the Civil Service Employees Assn. as their bargaining agent. A CSEA chapter petitioned the City Council on Sept. 21 and is awaiting word from that body. The Council referred the request to committee.

William Schryver, president of the Dutchess County chapter of CSEA, presided at a recent meeting and introduced William Blom, Harry Luebner, William Goering and Harry Johnston from the State CSEA Temporary officers were elected, including William Stevens, president; Loretta Dewey, secretary; and Carl Johnson, treasurer.

Election

A nominating committee was appointed to select a slate of officers for presentation at a meeting at 8 p.m. on Oct. 26 in Room 44 of the Dutchess County Courthouse. Members of the nominating committee are Arlene Miles, chairman, representing City Hall workers; John Paschesky, representing welfare workers; Robert Wheeler, representing recreation workers; Ralph Bourele, representing welfare workers; Robert Wheeler, representing recreation workers; Ralph Bourele, representing the Adriance Memorial Library workers; George Beebe representing the Department of Public Works; Richard Horton, representing the sanitation workers; and Fred Hoff, representing sewage treatment workers.

John F. Welsh

POUGHKEEPSIE — John F. Welsh, 69, a retired attendant of the Hudson River State Hospital, died Sept. 7th at St. Francis Hospital.

Born in Marlborough, Mr. Welsh retired from State service three years ago after having been an attendant for 22 years. He was a member of the Hudson River State Hospital Chapter, Civil Service Employees Assn.

State Fund CSEA Wins \$30,000 In Reallocation Rule

ALBANY—The Civil Service Employees Assn. learned last week that the Department of Audit and Control had approved the release of about 30 thousand dollars in back pay due a number of employees in the State Insurance Fund as the result of a ruling that a reallocation granted them six years ago should have provided for the transferral of their longevity credits to the new grades.

The money, to be shared by approximately 45 employees in the Insurance Fund's Safety Service Division, is to cover back pay retroactive to 1960 when the State Civil Service Department, in approving the group's reallocation, denied their right to carry over longevity credits.

Credit Lines

Disclosure of the development came from Randolph Jacobs, president of CSEA's State Insurance Fund chapter, who said:

"I am happy that this long struggle by our chapter and the CSEA on behalf of our members, dating back to 1960, has been brought to a happy conclusion. The salary claims resulted when a number of employees were reclassified and reallocated to the field service from the insurance sales series. What was denied these employees was longevity credits and, as a result of the action of the Association Counsel, Harry W. Albright, Jr., the Department of Civil Service and the Department of Audit and Control, it has been concluded that these longevity increments should be paid."

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OUR 69th YEAR

U.S. Service News Items

Federal Personnel Official Sees Work Stoppage Right

The possibility of some future recognition of work-stoppage procedure for Federal employees was hinted at recently by James C. O'Brien, Personnel Director of the Department of Health, Education and Welfare at the Miami convention of the National Federation of Federal Employees. O'Brien stated that it would not surprise him to see "... some kind of official approval of employees work stoppage. The time may come when they will be countenanced, especially in areas and in situations not too closely tied to the national welfare."

He felt that such a development would, if it came about, be the result of the kind of "frustrating" impasses which have made recent negotiations between the Federal government and its employees seem like so much of a mime show.

O'Brien also foresaw developments in the not too distant future which would allow for some kind of negotiating body styled on the National Labor Relations Board (it governs disputes in labor relations within private industry) to handle the many difficult bargaining problems of the Federal Civil Servant. He predicted this without doubt if some sought right to call "modified" strike is not granted to Federal workers.

Employee Letter Scores Salary Policy Of Administration

The following is from a letter received at the Leader offices last week which seems indicative of the reaction of most informed Federal civil servants to recent wage and retirement legislation setbacks. It reads:

"In his veto statement of September 12th, President Johnson said, 'In the past 10 years the average Federal Civilian salary rose by nearly 75 percent from about \$4000 a year to about \$7000 a year. Over the same period the average pay of a factory worker increased by 47 percent.'"

"This is a misleading comparison. The \$7000 figure is arrived at by including executives, scientists, attorneys and other professionals in Government, thus inflating the average and then comparing the result with the pay of factory workers. It is regrettable ... rest assured that factory-level ability alone will never launch a satellite, conquer a disease, or enforce a law.

"It is true that the wages of Federal employees in most categories rose faster percentage-wise than the wages of similar employees in private industry but that was because the former were so underpaid that a pay comparability law was enacted to bring Federal pay up to the level of the latter .

"By the time wage-rates in private industry were gathered and analyzed and finally resulted in Congressional action however, private salaries had again risen so that the Federal workers never really caught up. The present Administration, without actually stating its opposition to equality with private industry has grudgingly approved small across-the-

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Where to Apply For Public Jobs

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

CITY

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

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

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

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

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

STATE

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

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

FEDERAL

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

Hours are 8:30 a.m. to 6 p.m., Monday through Friday. Also open Saturday. Telephone YU 6-2626.

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

\$100 A MONTH SUPPLEMENTAL INCOME

CSEA members presently insured under The Association Accident and Sickness Policy who are under age 59 and whose salary is \$3,500 a year or more may now apply for the new \$100 a month Supplemental Income Benefit Rider.

This Rider has been prepared at the request of your association to permit you to purchase, at a reasonable cost, additional income protection in the event of total disability due to non-occupational injuries or sickness lasting more than 30 days. Because sick leave benefits are generally exhausted within a 30 day period, you are urged to consider this valuable addition to your Accident and Sickness Plan. Example: If you are totally disabled, this Rider would pay you \$100 a month after a 30 day waiting period

- for life—if disabled from non-occupational injuries
- for 2 years—if disabled by sickness beginning before age 60
- for 1 year—if disabled by sickness beginning on or after age 60

Table Of Rates For The \$100 A Month Supplemental Rider

ALL EMPLOYEES WITH BASIC COVERAGE	BI-WEEKLY		SEMI-MONTHLY	
	MALES	FEMALES	MALES	FEMALES
Premiums Up To Age 39½	.84	1.23	.91	1.33
Premiums Over Age 39½	1.02	1.48	1.11	1.60

This additional benefit is not payable for pre-existing conditions or for total disability resulting from pregnancy, childbirth, or miscarriage, and is otherwise subject to the terms and provisions of policy to which it is attached.

How To Apply:

1. Please print your name, address, place of employment and employee item number in the spaces provided on the coupon below.
2. Mail form to: Ter Bush & Powell, Inc.
Civil Service Department
148 Clinton Street
Schenectady, New York
3. Or, call your nearest Ter Bush & Powell representative for details.



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Holy Mackerel!, Mrs. Bartholomeo— Or Everything But

SYRACUSE—Mrs. Carmello Bartholomeo, an active member of Onondaga Chapter, Civil Service Employees Assn., this year swept the Creative Cooking Contest at the New York State Exposition.

She took the grand prize, a portable dishwasher; and 12 ribbons, including two sweepstake ribbons, four firsts and three second place awards.

Mrs. Bartholomeo, who resides in suburban Camillus and is employed as a senior account clerk in the Onondaga County comptroller's office, is well-known locally for her culinary skill. She has been a consistent winner in local and area contests.

Her grand prize winning entry was a strawberry cheese cake, which won the dairy competition at the Exposition.

That cake also won one of two sweepstake ribbons.

The second sweeps ribbon came with a tie in the Governor's Cookie Jar contest. Both winning cookie jars were presented to Governor Rockefeller by the winning women during his visit to the Exposition. The two contests also won Mrs. Bartholomeo first place ribbons.

Mrs. Bartholomeo's other first place awards came in the Mother's Day Decorated Cake, and the

Decorated 125th Anniversary of the State Exposition contests.

She won second place ribbons for a Bon voyage cake in the shape of an airplane; for her white bread, and her chicken Caccitorie, a main dish. Third place ribbons came for her unfrosted butter cake, and for blueberry muffins.

And she received three honorable mentions—for a Shrimp Boat sandwich, walnut bread and honey drop cookies.

Besides the dishwasher, she won a blender (for the 125th Anniversary cake), cook books and a Thermoware pitcher.

Correction Officer List Will Be Made Appropriate For Deputy Sheriff Jobs

The City Civil Service Commission has approved a recommendation that the correction officer (men) eligible list 1272 which is pending, be removed from the pre-appointment investigation category so that it can be established and certified after the preliminary fingerprint screening and subject to the completion of the investigation.

Operating Engineer

Onondaga County has announced a Nov. 5 examination for operating engineer. Applications will be accepted until Oct. 5.

Operating engineers earn from \$5,174 to \$6,292. They will work in the County of Onondaga Department of Public Works, Division of Buildings and Grounds.

For further information, contact the Onondaga County Department of Personnel, 204 Public Safety Bldg., Syracuse, N.Y.



PSYCHIATRIC INSTITUTE SCORES AGAIN—

New York State Psychiatric Institute, Dept. of Mental Hygiene was recently presented with an "Accident Control" award for 1965 by the State Insurance Fund. Psychiatric Institute has been the recipient of seven awards in the field of accident prevention control. From left to right, are: Edward B. Sterns, asst. Director of Safety Services, Dept. of Mental Hygiene; Dr. William A. Horowitz, asst. director and Blagio Romeo, safety supervisor in charge of safety services at the Psychiatric Institute.

Shoppers Service Guide

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

Help Wanted

\$4 TO \$6 PER HR. P.T. experienced tax preparers to go to homes during tax season. Evenings & weekends. BO 1-1313.

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State Offers Parole Officer Trainee Jobs

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

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

Positions are in the New York City—Long Island areas.

New York State residency is not required.

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

10 Summoned

Ten candidates were summoned for the practical examination for promotion to car maintainer, group A, on Monday, Sept. 19, according to the Department of Personnel.

INSURANCE BROKERS

IT'S EASY TO INCREASE YOUR AUTO INSURANCE BUSINESS without the usual time-consuming, costly and difficult problems of placing, billing, collecting and remitting premiums and reporting accidents and claims. Under a NEW INSURANCE PLAN, the Company takes care of such work and its attendant expense and PAYS YOU original and renewal commissions as long as it insures the risk.

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

212-BEekman 3-6010

Jerry Finkelstein, Publisher

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Advertising Representatives:

ALBANY — Joseph T. Bellew — 303 So. Manning Blvd., IV 2-5474

KINGSTON, N.Y. — Charles Andrews — 239 Wall Street, FEderal 8-8350

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

TUESDAY, SEPTEMBER 27, 1966

Right Reason, But

WHEN the New York City Welfare Dept. made a major move toward alleviating the impossible case loads carried by social investigators it had the right reasons but did the wrong thing.

The Welfare Department ordered a walk-in test to speed up recruitment and bring overburdened case workers some immediate relief. The method for so doing was not only sloppy and unworkable, in the long run, but constitutes a negation of the idea of public employment through fitness and merit.

Those who passed the examination were offered jobs. But so were those who didn't; they were offered employment on a provisional basis. It has been said that there were persons appointed who failed even to pass the physical examination required.

Such crash tactics are of no avail and points up, once again, the failure in City Hall to recognize the only method by which this highly sensitive, idealistic and tough position can be filled—a proper salary.

This newspaper believes strongly that the Lindsay Administration must focus special and immediate attention to this problem and get it solved. The welfare of the City's needy is every bit as much involved as are the problems of service rendered by over-worked social investigators.

Half Wrong

SOMEONE cut the punch at last week's festivities in honor of Mayor Lindsay's new collective bargaining bill affecting City Employees in the City Council's chambers. And it wasn't too long before the honored guests caught on. At that point everybody went home.

The occasion was a hearing considering specifications in the Mayor's bill before an audience mainly composed of City labor organization representatives. It had been billed as a confrontation of the City's ambitions for future collective bargaining negotiations.

Halfway through the activities it was pointed out by one participant that the bill being presented was not complete and that, in fact, aides at City Hall were still at work on some of the proposed legislation's provisions.

It is unfortunate that an aura of deception permeated the hearings at a time when the full cooperation of all seemed so necessary. Whatever the reason for the error such oversights should fast become archaic in these matters of importance.

SOCIAL SECURITY



Questions and Answers

"My son, who is 21, dropped out of college last year, but he intends to go back. Could he draw social security benefits under the new law?"

As a full time unmarried student in an accredited school, your son could receive monthly payments until he reached 22, if he is a child of a beneficiary or a deceased worker. If he was receiving social security payments which were stopped because he reached

18, he may again receive benefits as a full-time student.

"My husband died two years ago. Since I was 62 at the time, I began receiving widow's social security payments each month. If I should remarry would my monthly benefit stop?"

Your remarriage would not stop the payments you receive as a widow. However, the amount you receive would be reduced from 82½% of your deceased husband's benefit rate to 50%. If the man you marry is entitled to benefits on his own account, you could be entitled to payments as his wife, if the amount is greater than your new widow's benefit.

LETTERS TO THE EDITOR

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

Devastating Legislation

Editor, The Leader:

What a sad ending for democracy, if all government employees, including senators, congressmen, governors and even the President himself, had to take competitive exams to hold their positions. It would be grossly unfair to pit these men against brand new political graduates, with their schooling still fresh in their minds, but pathetically lacking in practical experience.

Such an examination would throw all the "older" or "senior" members out of government.

A Fiasco

The Senior Attendant fiasco was the most devastating bit of legislation to hit state hospitals in many, many years. Simply because the "older" employees (by older I mean seniority-wise, not age) failed to put on paper, what they have been doing for years and years, newer employees (some with little more than one year's employment at the hospitals) have come with a head full of ARCO and not an ounce of practical experience, have replaced these "older" employees. While the "older" employees, as if by magic, become "new" employees, and the "new" employees become Senior attendants. The older employees have run the wards all these years and have met and handled every type of emergency, with never a raise in sight.

They are really the ones who deserve the raise.

Little Guys Hurt

We could all see it if these new "Senior Attendants" had college degrees, but some of them don't even have as much education as the people they are replacing.

Why do you always hurt the "little guy"? Why not try like exams on the professionals? (i.e) nurses. The "older" ward nurses, wouldn't hold a prayer to the new graduate nurses and would find themselves dethroned in short order. Even New York has a senior and junior senator, industry recognizes seniority also, as do the professions.

E.C. FELENE
Buffalo.

Frustration

Editor, The Leader:

I think all the practical nurses I know are feeling frustrated. We are the ones who do the work and the R.N.'s are the ones who get the raise.

Ask anyone who works around a hospital and, if honest, they will have to tell you that, if necessary, the hospitals could do without many or even most of the RN's but they could not do without PN's.

We can and often do everything the RN can do, and in many instances we do it better.

If there are six nurses on a floor, two PN's and 4 RN's, this is how the work would be laid out:

1) One RN would be in charge. (Her duties are: answering the phone, doing the paper work, etc. The latter is sometimes done by a ward secretary.)

(Continued on Page 10)

Civil Service Law & You

By WILLIAM GOFFEN



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

Probation Increments

PURSUANT TO constitutional and statutory mandate, the Administrative Board of the Judicial Conference has been engaged since September 1, 1962, in establishing a Civil Service structure for the unified court system. The supplanting of the City of New York by the Administrative Board as employer of court personnel had serious consequences for City probation officers in that they were denied salary increments which became due on July 1, 1965, under the City's Career and Salary Plan.

THE CITY denied the applicability of the Career and Salary Plan to the petitioners ever since the creation of the unified court system. Still, the petitioners continued to receive benefits under the Career and Salary Plan even after September 1, 1962, by virtue of the Mayor's personnel order covering the period until July 1, 1965.

THE PROBATION officers involved instituted an Article 78 proceeding, entitled Altman v. Wagner, for a judgment directing the City of New York to pay the annual salary increments under the City's Career and Salary Plan. The Court did not accept the City's contention that since September, 1962, sweeping authority has been clearly vested in the Judicial Conference. On the contrary, there are many uncertainties concerning who is the appointing authority of the petitioners after court reorganization.

IN TAKING issue with the City's contentions, Mr. Justice Frank stated that the City's conclusion that Court reorganization barred the petitioners from the benefits of the Career and Salary Plan, "is arbitrary and wholly unwarranted." Indeed, the Legislature made express provision for protection of personnel in the affected positions. Thus, Section 223 of the Judiciary Law states with respect to employees' transferred to the unified court system:

"The officer or employee so transferred or appointed shall be continued in his new position without diminution in salary and with the same status and rights."

THE UNAMBIGUOUS statutory assurance of preservation of employee rights leaves no doubt that the petitioners were to continue to enjoy all benefits under the Career and Salary Plan. This is indisputable at least until such time as the Judicial Conference may provide an appropriate substitute. In papers submitted on behalf of the Judicial Conference it was indicated that part of the Conference's mammoth task included the surveying and evaluating of 10,000 positions, an essential requisite to the promulgation of a successful plan. In the meantime, it is necessary that the relationship between the petitioners and the City be maintained in status quo. As Thomas F. McCoy, State Administrator and Secretary to the Administrative Board in the Judicial Conference, wrote in an affidavit submitted by him in connection with the litigation:

"The Administrative Board felt that it could not assume this obligation without sufficient facts, and therefore, its recommendations in this area to the City was to continue to deal with the employees as it had prior thereto. In addition, both the Constitution (Art. VI, sec. 35, 1), and its statutory implementation (Jud. Law, sec. 233) provided that the same status and rights, in so far as practicable, were to be preserved for the non-judicial employees of the unified court system. It would have been not only precipitous for the Administrative Board to do away with the existing relationship between the city government and the court employees, since it would not have been able to fill the vacuum itself without the survey, but also such action might have been viewed by some to be contrary to the constitutional and statutory mandate of preserving status and rights."

THE COURT found that the petitioners were within the coverage of the City's Career and Salary Plan entitling them to salary increments on July 1, 1965. The City further contended, however, that no payments of increments could be made without specific provision for such payment in the Office of Probation's Underlying Schedule of Expenditures adopted under the Mayor's Executive Budget for the fiscal year 1965-1966. However, the City's failure to include provision for the payment of funds was unacceptable as a basis

(Continued on Page 7)

State Test Nov. 5

File By Oct. 3 For Promotion Test Series

The State Department of Civil Service will accept applications until Oct. 3 for the Nov. 5 promotion examination series. In this series 25 tests are being offered.

The complete listing of examinations follows:

Interdepartmental

PRINCIPAL LABORATORY ANIMAL CARETAKER, exam number 32-291, \$5,615 to \$6,895.
SENIOR STENOGRAPHER, exam number 32-321, \$4,725 to \$5,855.

SENIOR STENOGRAPHER (LAW), exam number 32-322, \$4,725 to \$5,855.

Audit and Control

SENIOR MUNICIPAL RESEARCH ASSISTANT, exam number 32-290, \$8,365 to \$10,125.

SENIOR EXAMINER OF MUNICIPAL AFFAIRS, exam number 32-283, \$8,365 to \$10,125.

ASSOCIATE EXAMINER OF MUNICIPAL AFFAIRS, exam number 32-284, \$10,895 to \$13,080.

PRINCIPAL EXAMINER OF MUNICIPAL AFFAIRS, exam number 32-285, \$13,500 to \$16,050.

Correction

GENERAL INDUSTRIAL FOREMAN, exam numbers 32-237 to 32-242, \$7,475 to \$9,070.

ASSISTANT INDUSTRIAL SUPERINTENDENT, exam numbers

32-231 to 32-236, \$9,795 to \$11,805.

INDUSTRIAL SUPERINTENDENT, exam numbers 32-243 to 32-248, \$11,490 to \$13,765.

Public Service

SENIOR GAS INSPECTOR, exam number 32-286, \$6,675 to \$8,135.

CHIEF GAS METER TESTER, exam number 32-287, \$5,940 to \$7,280.

Public Works

SENIOR DRAFTSMAN (ARCHITECTURAL), exam number 32-280, \$5,615 to \$6,895.

PRINCIPAL DRAFTSMAN (ARCHITECTURAL), exam number 32-281, \$7,065 to \$8,590.

SENIOR DRAFTSMAN (GENERAL), exam number 32-282, \$5,615 to \$6,895.

Social Welfare

SUPERVISING DEMONSTRATION CASEWORKER, exam number 32-279, \$7,905 to \$9,580.

Tax and Finance

SENIOR CORPORATION TAX EXAMINER exam number 32-277, \$7,905 to \$9,580.

SUPERVISING CORPORATION TAX EXAMINER, exam number 32-278, \$9,290 to \$11,215.

SENIOR INCOME TAX EXAMINER, exam number 32-288, \$7,905 to \$9,580.

SENIOR SPECIAL TAX INVESTIGATOR, exam number 32-292, \$8,825 to \$10,670.

ASSOCIATE SPECIAL TAX INVESTIGATOR, exam number 32-293, \$10,895 to \$13,080.

TAX ADMINISTRATIVE SUPERVISOR (CORPORATION), exam number 32-295, \$10,895 to \$13,080.

am number 32-295, \$10,895 to \$13,080.

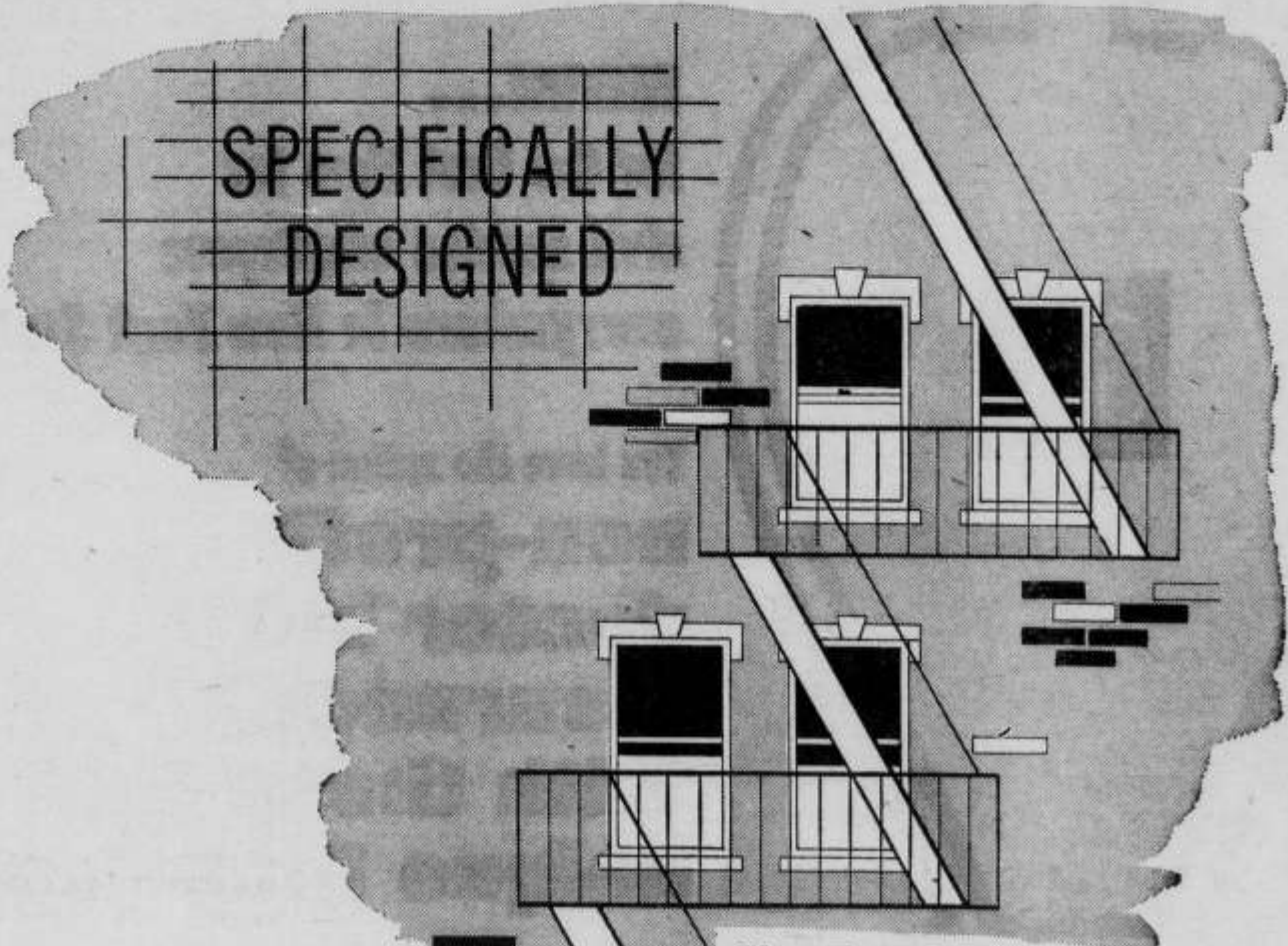
SENIOR TAX ADMINISTRATIVE SUPERVISOR (CORPORATION), exam number 32-296, \$9,290 to \$11,215.

Queen's County - DA's Office

SENIOR DETECTIVE INVESTIGATOR, exam number 50-089, \$8,600 to \$10,700.

These tests are open only to permanent employees in the department or promotion unit for which this examination is announced.

FREE BOOKLET on Social Security; Mail only; Box 8, 97 Duane St., New York, N.Y. 10007.



Fire Escapes

... specifically designed to protect persons in case of fire. Fire escapes, especially on school buildings, have saved many lives when the fire alarm suddenly rings.

Law Column

(Continued from Page 6)

for excusing it from such payment. Judge Frank characterized this contention as "utter speciousness."

AS TO the question whether available funds exist within some appropriate "unit of appropriation" in the 1965-1966 Budget available for immediate payment of the increments found due to the petitioners, the Court held that there was ample testimony at a trial that was had of certain of the issues establishing the availability of adequate funds.

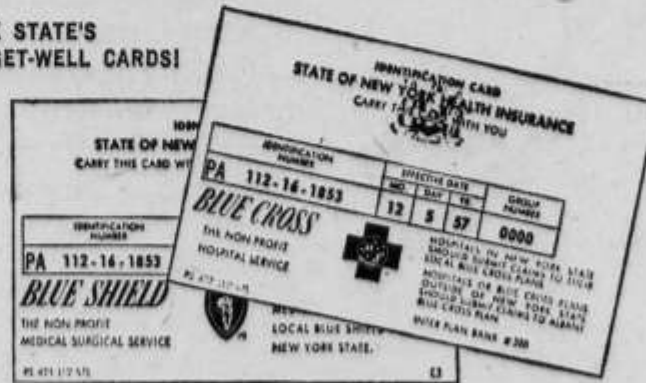
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Free Promotion Study Classes Offered By City

Free courses in business English, speed stenography, civil service arithmetic, accounting, office practice, and fundamentals of supervision will be offered this term in a special program of evening courses offered for City employees by the Board of Education in cooperation with the City Department of Personnel.

Beginning this week, classes will

meet one evening a week for twelve to fifteen weeks. Classes start at 6 p.m. Most courses will be held at Central Evening Commercial School, 214 East 42 St., New York City. Metropolitan Evening Trade School, 78 Catherine St., New York City, will also offer

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

a course in supervision for maintenance, repair and production personnel.

City employees must register in person on the first night of class at the school where the class is held.

For more information, write to the Training and Career Development Division, New York City Department of Personnel, 40 Worth St., Room M-6, New York, 10013 or telephone 566-8816.

Storekeepers In Nassau County

Applications for a Oct. 22 examination for storekeeper are being accepted by Nassau County until Oct. 3. The salary ranges for this position are: \$4,689 to \$5,977 in Nassau County Departments, and \$6,050 to \$7,100 in the Village of Rockville Centre.

For further information, contact the Civil Service Commission, 140 Old Country Road, Mineola, New York.

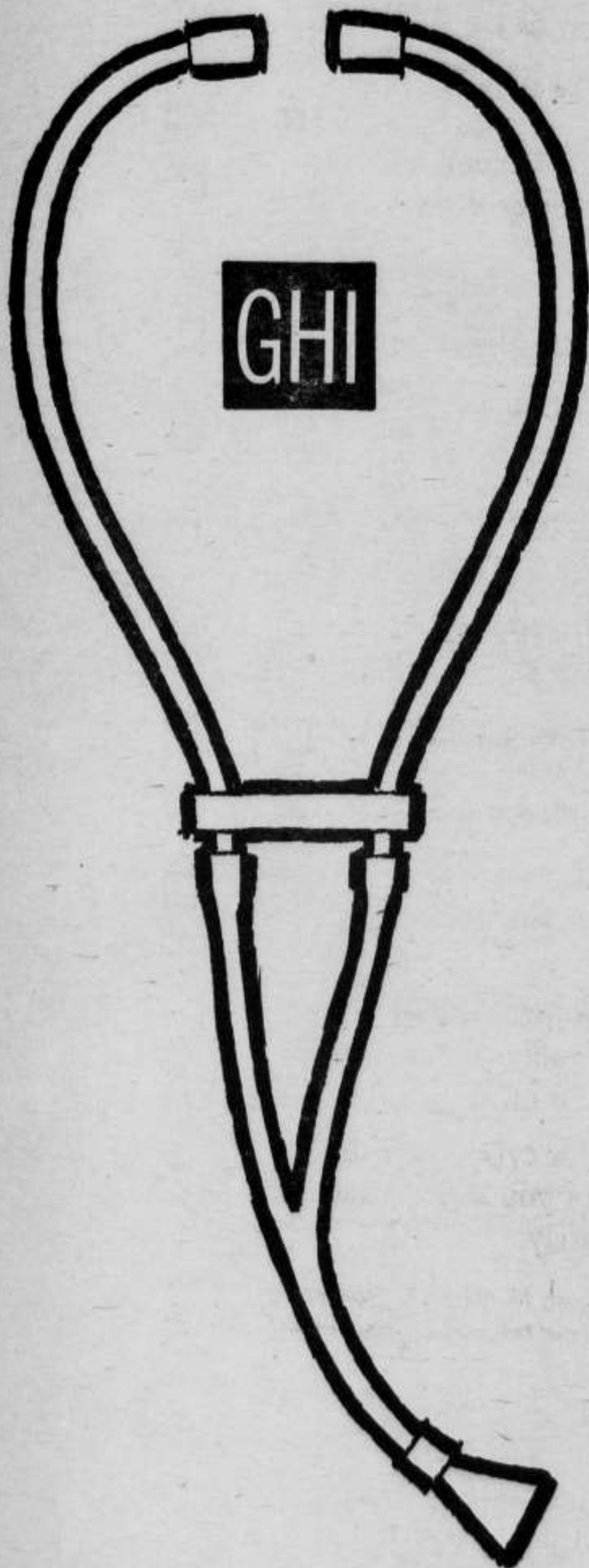
Public Health Asst.

Applications are now being accepted by the New York City Department of Personnel on a continuous basis for the position of public health assistant.

Starting salary is \$4,350 with increments to \$5,330 per year.

For further information and applications contact the Application Section of the Department of Personnel at 49 Thomas Street.

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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, Oct. 2

4:00 p.m.—City Close-up—Patricia Marx interviews. (Guest to be announced.)

6:00 p.m.—Human Rights Forum—Ramon Rivera, executive director of City Human Rights Commission, moderates the discussion.

7:30 p.m.—Safe Driving—Film: "Through a Rear View Mirror."

9:30 p.m.—Viewpoint on Mental Health—Comm. Marvin Perkins hosts the discussion on "Day-Care School for Emotionally Disturbed Children."

Monday, Oct. 3

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

6:00—Community Action—"How to Improve National Welfare Policies."

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

10:30 p.m.—Safe Driving—"On Trial" and "She Purrs Like a Kitten."

Tuesday, Oct. 4

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

4:30 p.m.—Profile (live)—John Carr interviews people in the news.

7:00 p.m.—Viewpoint on Mental Health—"The Proposed Program for National Action to Combat Retardation." Leonard W. Mayo, chairman, President's panel on Mental Retardation, is guest.

7:30 p.m.—Human Rights Forum (live)—Ramon Rivera moderates the discussion.

Wednesday, Oct. 5

2:30 p.m.—Safe Driving—"On Trial" and "She Purrs Like a Kitten." (Films).

3:30 p.m.—Viewpoint on Mental Health—"The Proposed Program for National Action to Combat Mental Retardation."

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

6:00—Lee Graham Interviews (live)—Guest to be announced.

7:30 p.m.—On the Job—N.Y.C. Fire Department training program: "Hose."

Thursday, Oct. 6

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

4:30 p.m.—Profile (live)—John Carr interviews people in the news.

7:30 p.m.—On the Job—N.Y.C. Fire Department training program: "Carbon Monoxide."

8:30 p.m.—City Close-up—Patricia Marx interviews. (Guest to be announced.)

10:30 p.m.—Community Action—"How to Improve National Welfare Policies." Eugene Nickerson is guest.

Friday, Oct. 7

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

4:30 p.m.—Profile (live)—John Carr interviews people in the news.

Saturday, Oct. 8

7:00 p.m.—Community Action—"How to Improve National Welfare Policies."

TRY THIS QUIZ!

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	YES	NO
Out-of-Pocket Expenses for Doctor Visits?	<input type="checkbox"/>	<input type="checkbox"/>
Maternity Bills?	<input type="checkbox"/>	<input type="checkbox"/>
Extra Charges for Surgery?	<input type="checkbox"/>	<input type="checkbox"/>
Extra Charges for Specialist Care?	<input type="checkbox"/>	<input type="checkbox"/>
Confusion over panels of participating doctors?	<input type="checkbox"/>	<input type="checkbox"/>
Uncertainty as to services covered in full or in part?	<input type="checkbox"/>	<input type="checkbox"/>
Limitations on Certain Services?	<input type="checkbox"/>	<input type="checkbox"/>
Filling in claim forms?	<input type="checkbox"/>	<input type="checkbox"/>
Discussion of fees or income with the doctor?	<input type="checkbox"/>	<input type="checkbox"/>

If you belong to a medical plan, we suggest you check the above list* against your family's experiences with medical care over the past year or so.

If you can check the "yes" box for every question, you are either an H.I.P. member or you haven't had much need for doctors' services lately.

**In H.I.P.'s basic service program, claim forms are needed only for emergencies requiring the use of non-H.I.P. physicians. They are also needed for optional benefits such as anesthesia and prescribed drugs and appliances.*



HEALTH INSURANCE PLAN OF GREATER NEW YORK
625 MADISON AVENUE, NEW YORK, N.Y. 10022

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MAIL HANDLER	3.00		
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LETTERS

(Continued from Page 6)

2) One could be a medicine nurse and dispense drugs. (This also **COULD** be done by PN's.) In many hospitals and nursing homes it is done by PN's.

3) Two RN's would be team leaders. Sometimes these girls **DO** work a little a spot here or there, nothing too exacting, (or they wouldn't do it.)

4) This leaves two PN's to do the real work. It is they who give the baths, do the dressings, give the enemas, do the colostomy irrigations, give the back rubs, and anything else that makes the patient comfortable. God help the hospitals if PN's and attendants ever went on strike. They could never operate successfully with nurses who have only book learning, but no practical experience.

There is no substitute for experience. You can read about it and write about it but until you have actually done a certain procedure, you don't really know how it is done.

The nursing schools now are turning out what they erroneously call nurses, but who really can not be called nurses until they have worked on a floor with competent PN's to teach them how to do certain tasks. If they aren't willing to learn, it's too bad.

Stymied

Upgrading Called Unfair and Unjust

Editor, The Leader:

In our opinion as competitive appointees as stores and clothing clerks, the recent upgrading of non-competitive employees in Food Service **IS VERY UNFAIR** and **UNJUST** to all stores and clothing clerks whose overall knowledge of receiving, distributing and recording of every type of merchandise received in an institution calls for a far greater responsibility and calls for training and tact which is equal to any category of State service.

We feel that a close review of the various duties performed, and the skill and knowledge we use in our day's work as stores and clothing clerks should certainly merit your consideration and approval for an upgrading and pay boost. Thank you.

Stores and Clothing Clerks
N.Y.S. Industry School
Industry, N.Y. 14474.

The Second Unhappy Civil Servant?

Editor, The Leader:

I agree with the unhappy Civil Service Employee in his letter of Sept. 13, 1966.

I am one that also failed the test of Senior Attendant, but we must still do the same work, as we had our pay reduced because we failed.

Why did they give us the raise before the test and then later take it away from us? I believe they should pay us as long as we have to do the same work.

The Second Unhappy Civil Service Employee for 17 yrs.

Caseworkers

Suffolk County is accepting applications on a continuous basis for examinations for the position of caseworker. The bi-weekly salary ranges from \$250 to \$304. For further information, contact, the Suffolk County Civil Service Commission, County Center, Riverhead, N.Y.

The Veteran's Counselor



By FRANK V. VOTTO

NEW CIVIL SERVICE LAWS FOR VETERANS

The following resume of Civil Service legislation, of interest to civil service employees who are veterans, was recently signed into law by Governor Nelson A. Rockefeller:

Deduction of Military Duty Time from Age for Purposes of Meeting Age Requirements Chapter 226 effective April 25, 1966, Civil Service Law Sect. 58(1); Military Law Sect. 243 (10-a)

This law amends Section 58(1) of the Civil Service Law to provide that a candidate for appointment as police officer, for purposes of meeting the 29 years maximum age limitation, may deduct from his age time spent on "Military duty" or on terminal leave, not exceeding a total of six years, as provided in subdivision 10-a of Section 243 of the Military Law. The latter contains general provisions for the deduction from age of periods of "military duty", which is specifically defined therein, by candidates in civil service examination for any positions having age requirements. Formerly, Section 58(1) allowed the deduction of time spent "in the armed forces of the United States" which is different from the defined term "military duty". The Amendment to the Military Law places a limit of six years on the total time which a candidate may deduct from his age in determining his eligibility for any civil service position having a maximum age requirement.

Benefits for Veterans who Serve during Hostilities in Viet-Nam Chapter 908, effective July 1, 1966, Civil Service Law Sect. 85(1), Par. (c), Subpar. 4)

This new law amends the definition of "time of war" in Section 85 of the Civil Service Law to include "Hostilities participated in by the military forces of the United States, as observers or as participants in southeast Asia, at any time from July 1, 1963, until July 1, 1967. Veterans who served during this period will thus be entitled to additional credits in civil service examinations and preference in retention in the event of abolition of positions in the same manner and subject to the same conditions as veterans of World War II and the Korean Conflict.

Survivor Benefit for State Employees Extended Chapter 328, effective May 5, 1966, Civil Service Law Sect. 154(10)

This law extends the Survivors Benefit Program for another year, to cover deaths occurring between July 1, 1966 and July 1, 1967. Enactment of this law continues the guarantee of minimum financial protection for survivors of a

(Continued on Page 11)

U.S. Has Jobs For Librarians

Career opportunities for librarians, at the starting salary of \$6,451 per year, are being offered by the New York Interagency Board of U.S. Civil Service Examiners.

Vacancies will be filled at the U.S. Military Academy, West Point, N.Y., Stewart Air Force Base, N.Y., Picatinny Arsenal, Dover, N.J. and other Federal Agencies.

For further information, contact the New York Interagency Board of U.S. Civil Service Examiners, 220 East 42nd Street, N.Y.C.

Chemist Exam

There were 16 candidates called for the written examination for promotion to chemist (biochemistry) last week, according to the Department of Personnel.

DURING the first six months of 1966, Americans purchased an approximate total number of 54 million U.S. Savings Bonds—the highest for the same period in 20 years.

Immediate Typist Jobs With NYC

New York City departments need typists immediately and testing for these positions are under way continually at are underway continually at offices of the New York State Employment Service in Manhattan, Brooklyn and Staten Island.

There are no formal education or experience requirements for these jobs although candidates must be able to type at least 40 words a minute.

For further information and examination appointments, those interested may contact the nearest government unit of the State Employment Service. In Manhattan, the telephone number is PL 9-1020; in Brooklyn, the number is JA 2-2428 and in Staten Island, GI 7-2931.

Senior Stenos

Three prospective stenographers were given qualifying practical examinations by the City Department of Personnel last week.

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The Job Market

By V. RAIDER WEXLER

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

There are many job opportunities in downtown and midtown Manhattan for experienced **LEGAL STENOGRAPHERS**. Must have good work history and good speed in stenography and in the use of electric typewriters. Salaries range from \$110 to \$130 a week . . . Temporary jobs are also available for **LEGAL STENOGRAPHERS** with at least 3 years' experience and excellent skills. Such temporary jobs pay \$25 a day . . . Also needed at various Manhattan locations are experienced **TRANSCRIBING MACHINE OPERATORS**. Most of these jobs require the use of electric typewriters, some require using manual typewriters. Salaries range from \$85 to \$95 a week . . . Apply at the Office Personnel Center, 575 Lexington Avenue at 51st Street, Manhattan.

In Queens experienced **HELIARC WELDERS** are needed to assemble aluminum and stainless steel components \$100 and up, according to experience . . . A **SHIPPING CLERK** is needed. Must be fully experienced in supervising a shipping department in any industry. Salary \$120 a week and up, according to experience. **FURNITURE FINISHERS** are wanted to do staining, glazing, antiquing and polishing. Must be fully experienced. Jobs pay \$2 to \$3.25 an hour . . . Apply at the Queens Industrial Office, 42-13 Crescent Street, Long Island City.

In Manhattan, there are many jobs for **JEWELRY WORKERS**. Workers are needed for work on both costume and precious jewelry and salaries vary from \$50 to \$150 a week depending on skill and experience in the industry . . . There are openings in Manhattan and Bronx for **AUTO SERVICE STATION ATTENDANTS** to service gas and oil, fix flats, make minor repairs and lubricate cars. Must have New York State driver's license. Jobs pay \$70 to \$90 a week . . . Apply at the Manhattan Industrial Office, 255 West 54th Street.

In Brooklyn, there's a job for a worker experienced in the set-up box industry to operate a machine that **CORNERS OUT CARDBOARD**. Job pays \$76 to \$85 a week, depending on experience . . . A **PRODUCTION LATHE OPERATOR** is needed to operate an Engine Lathe or a Turret Lathe. Must read blueprints and use micrometer. No set-up require. \$2.25 an hour . . . Also needed is a **SIGN HANGER** to raise and hang small outdoor signs. Must be familiar with small hand electric tools. New York State driver's license necessary. \$80 to \$90 a week, ac-

ording to experience . . . Apply at the Brooklyn Industrial Office, 250 Schermerhorn Street in downtown Brooklyn.

In New Rochelle, a man is needed to **KEEP RECORDS** of maintenance parts and needs. He will send out trucks and crews to do maintenance work in supermarkets. Storekeeping experience preferred. \$100 to \$125 a week . . . An experienced **AUTOMOBILE BODY REPAIRMAN** is wanted to straighten metal parts and to replace parts of automobiles needing body work. Will use auto body repair tools and equipment and do welding and burning. \$125 to \$150 a week according to experience . . . Apply at the New Rochelle Office, 578 Main Street, New Rochelle.

cording to experience . . . Apply at the Brooklyn Industrial Office, 250 Schermerhorn Street in downtown Brooklyn.

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U.S. News

(Continued from Page 4)

board percentage increases as prices soared.

"The Administration advisors who advocate unlimited spending on everything else, but economize on Federal employees, since the latter can't strike, will defeat their own purpose.

"Their unfair practices will cost more in the long run because of lowered morale and its effect upon recruitment and retention of highly qualified personnel.

MAY ZEALI
New York City

Rockland County Needs Draftsmen

Rockland County is accepting applications until Oct. 5 for a Nov. 5 examination for senior draftsman. The salary range for this position is 5,538 to \$6,968.

For further information, contact the Rockland County Personnel Office, County Office Building, New City, N.Y.

The Veteran's Counselor

(Continued from Page 10)

State employee who dies. The survivor is assured of a benefit equal to one-half the annual salary of the deceased, the minimum guarantee being \$2,000 and the maximum \$10,000.

Loans to Members on Military Duty Chapter 155, effective April 5, 1966, R & SS Law Sect. 50(a)

This law makes permanent the heretofore temporary privilege granted to any member of the State Employees Retirement System on military duty to borrow from the System up to an amount equaling his total accumulated contributions less \$1. This law also removes obsolete language concerning the payment of insurance upon the death of a member under 70 years of age.

Leaves of Absence on Memorial Day and Veterans' Day Chapter 436, effective May 24, 1966, Public Officers Law Sect. 63

This law includes among those entitled to a leave of absence with pay on Memorial Day and Veterans' Day persons who served in the regular Air Force or Coast Guard of the United States. Heretofore, in addition to all who served in any of the armed forces of the United States or a foreign ally in World Wars I or II or the Korean Conflict, peacetime veterans of the regular Army, Navy, and Marine Corps were entitled to leaves on these two holidays. Now the law will also apply to peacetime veterans of the regular Air Force and Coast Guard.

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House For Sale - Jamaica

JAMAICA, ONE-FAMILY, 6 beautiful rooms, vacant, garage, gas heat. \$450 on contract. Price \$18,500. HI 6-3672.

Detached, 40'x100' Bungalow plus attic, garage, gas heat. EXTRAS. Only \$600 on contract. Vacant - We Have Key

BETTER JA 3-3377

159-12 Hillside Ave.
JAMAICA
(Open 7 Days, 9:30-8:30)

Buy Now, Vacation, Pay Later Is Montauk Plan

Because Montauk Beach is primarily for summer living, Percy Brower, Newman & Frayne, have introduced a Home Savings Plan under which home buyers can purchase homes now for \$100 down and move in next spring, completing the whole down payment in easy monthly stages. Purchasers buy at today's prices on land, materials and labor. Homes are offered at \$6,990 up plus the cost of the site. Louis Rinaldi who has erected more than a thousand homes in Suffolk County, is the builder, Percy Brower & Frayne at 22 East 13th Street, N.Y.C., is the sales agency. ADV.

BEAUTIFULLY wooded land, year round. \$750 per acre. Swim on premises. \$75 down. \$25 per mo. CATSKILL LAND CORP. Kerhonkson, NY (914) 626-7331

BRONX CO-OP — Beautiful 20 ft. terrace apt. 3 short blocks from Bronx Park. 1 - 2 and 3 bedrooms. Low down payment, low monthly carrying charges. Utilities included, excellent yearly tax savings. Men's club, women's club & active community affairs program. Call Wellington 3-3393.

Co-Op For Sale Rego Park, L.I., N.Y.

TRANSFERRED, must sell lovely large 3 1/2 rooms, nr. Alexanders, carpeting, fixtures, wall mural, etc. Call after 6 pm. AR 1-4593.

House For Sale Spring Valley, N.Y.

SPRING VALLEY, 8 rm ranch, 4 bedrooms, 2 baths, eat-in kitchen, dining room, many extras, \$23,500. 914-EL 6-4297.

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Wide-Line Cape. All brick. Beautiful rms, finished basement, attached garage. 50x100 garden plot. Immediate occupancy.
LONG ISLAND HOMES
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RE 9-7300

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NEW 3 bedroom Ranch Homes, hot water heat, 3/4 Acre lot. Full Basement, Aluminum Siding, Community Swim Pool. \$14,990. No Down Payment. \$87.99 per month. CATSKILL LAND CORP., Kerhonkson, N.Y. (914) 626-7331.

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7 rooms, 4 bedrooms, oversized plot, 2 car garage.
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\$120 MONTHLY TO BANK
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150-05 Hillside Ave., Jamaica.
(open 7 days including SAT. & SUN. 9 to 8:30)

House For Sale
Cambria Heights
20 FT. BRICK Tudor, 7 rooms, garage, 3 large bedrooms, modern kitchen, Hollywood style bathroom, enclosed stall shower, laundry room, extra toilet, fin. bsmt, gas heat, new brass plumbing thru-out. Bus on corner. \$20,000 net. Owner SP 6-0128, 114-62 Colfax St.

BRICK	SPECIALS	BRICK
ST. ALBANS VIC. \$16,990 CORNER BRICK RANCH This 2-year old home with all rooms on 1 floor, streamlined kitchen & bath plus bsmt. That can be used as a rentable apt. Take over high GI mtge. No closing costs.	HOLLIS \$24,990 8 YR OLD BRICK — VACANT Legal 3 family consisting of 5 1/2 & 3 1/2 rm apts, plus nite club fin. bsmt, garage. Completely modern thru-out and newly decorated. Move right in.	LAURELTON \$20,990 LEGAL 3 FAMILY 7 & 3 1/2 Room Apts. This beautiful English Tudor Stucco, consisting of 7 room apt. With 4 large bedrooms, for owner and 2 baths, plus 3 1/2 room apt. for income. Ultra modern kitchens & baths, nite club finished basement apt. with bath & kitchen, garage, Many extras.
QUEENS VILLAGE \$20,990 TRUE ENGLISH TUDOR BRICK Consisting of 6 1/2 tremendous size rms with 2 bath. Drop living room with beam ceiling & wood burning fireplace. Mod. eat-in kit. Garage. Terrace. Wall to wall carpeting. Nite club finished basement apt. Extras galore.	CAMBRIA HTS. \$22,990 Det. Brick 4 Bdrms, 2 Baths This detached English tudor type brick home, situated on a tree-lined street, has 8 large rooms, 4 bedrooms, nite club, finished basement with bar plus ultra modern kitchen & bath. Garage, appliances, immaculate thru-out. Must sell.	CAMBRIA HTS. \$31,990 3 INCOME APTS. DET. BRICK & FIELDSTONE This legal 3 Family consisting of 2 - 5 rm. apts, plus nite club fin. bsmt. apt. with separate entrance. Woodburning fireplace, garage. All this in the garden section of Cambria Hts. proper. Must see. Everything goes.

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

New Patrolmen

Almost 500 patrolman candidates were given qualifying medical and physical examinations last week, the Personnel Department has revealed.

Haith Is Exec. Asst.

ALBANY—John E. Haith Jr., Albany, is executive assistant to Lawrence W. Pierce, chairman of the State Narcotic Addiction Control Commission. The salary is \$13,500-a-year.

10,000 Positions

Take One Test To Qualify For Federal Careers

Over 10,000 career positions with U.S. government agencies throughout the nation will be filled as a result of the 1967 Federal Service Entrance Examination.

This annual examination is designed primarily as an avenue through which college graduates or those with an equivalent amount of experience may enter Federal service.

There are over 200 kinds of careers available to the successful candidates in this examination.

In effect applicants for this test are reaching prospective employers in thousands of offices throughout the nation.

In addition, many overseas positions are filled from this test annually.

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

Once appointed, applicants will be trained for positions in personnel management, general administration, economics and social sciences, social security administration, management analysis, tax collection, electronic data processing, budget management, park ranger activities, statistics, investigation, procurement and supply housing management, archival science, adjudication and other quasi-legal activities or food and drug inspection.

To meet the requirements for the grade 5 position, candidates must have completed or expect to complete within the next nine months, a four-year course leading to a bachelor's degree in an accredited college or university or have three years of experience in administrative, professional, investigative or other responsible work which has prepared them for the appropriate specialty for which they are applying. Candidates may also take advantage of any equivalent combination of the experience and education. Thirty semester hours or 45 quarter hours will be considered equivalent to each nine months of the required experience.

Candidates with education or experience qualifications in excess of the minimum GS-5 requirements may also be considered qualified for GS-7 positions paying \$6,451 to start. This grade requires an additional year of study at the graduate level or have a year of experience at the supervisory level or an equivalent com-

ination of education and experience. Additionally, a LL.B degree, or higher, from a law school is acceptable.

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

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

Management Internships

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

The formal training period for this program is 18 months. Initial training is given individually or in a group situation. These programs usually include agency orientation, rotating assignments, study outside of regular work hours, special projects, individual counseling and career development planning.

Competition, for these internships, as a general rule, is keen. The positions are located mostly in Washington, D.C. with only a few vacancies elsewhere in the country. No vacancies exist abroad.

The general test consists of questions on verbal abilities and quantitative reasoning, requiring about two and a half hours to complete. A second examination is given to candidates for the internship positions, which will require an additional hour and three-quarters.

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

When submitting the application, candidates may select the exam center most convenient to them. There are some 36 centers in New York State at which the test will be administered.

Test and application cut-off dates are: November 19, cut-off Oct. 19; January 21, cut-off December 21; February 18, cut-off January 18; March 18, cut-off, February 15; cut-off, March 15; and May 20, cut-off April 19. The final test will be given on June 17 and applications must be post-marked by May 17.

City Offering Free Training Bulletin For Employee-Students

A new edition of the annual training bulletin, "Evening Courses for City Employees," is off the presses and available to City employees, Solomon Hoberman, Acting City Personnel Director has announced. Copies are also being distributed to City executives and training officers.

The bulletin describes the two different programs which the Training Division of the New York City Department of Personnel sponsors. One is the program of free courses offered in cooperation with the Board of Education. The other series of courses is offered at a low fee in cooperation with either Long Island University or the Borough of Manhattan Community College.

A total of 50 courses will be offered this year, several for the first time. The short intensive courses are designed to help employees increase their job skills and prepare for advancement.

To receive a copy of the bulletin or to get additional information about the evening program, write to the Training and Career Development Division, New York City Department of Personnel, Room M-6, 40 Worth St., New York, N.Y. 10013 or call 566-8816.

Inmate Transfer

ALBANY — Governor Rockefeller reports the first group of mentally retarded inmates has been transferred from Catskill Reformatory at Napanoch to the new Beacon Institution.

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

2000 Expected At Free Training Classes For Aides

More than 2,000 City employees are expected to attend evening courses for self-improvement when the Municipal Personnel Training Program gets under way this week. The courses were arranged by the training division of the City Department of Personnel to help employees prepare for advancement and for personal growth and development.

Acting City Personnel Director Solomon Hoberman announced the following registration sched-

ule for those employees who have not already registered:

For courses given in cooperation with Long Island University or with the Borough of Manhattan Community College: until Sept. 30, at Room M-6 40 Worth St., N.Y., N.Y. 10013. A fee of \$15 per course is charged.

For free Board of Education courses for City employees: September 28, and 29 at Central Commercial Evening School 214 E. 42 St., N. Y.; September 29 at Metropolitan Evening Trade School, 78 Catherine St., N.Y. There are no charges for these courses.

For more information about courses, locations and dates, visit the Training Division, Room M-6, 40 Worth St., New York, New York, 10013 or telephone 566-8816.

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Sample Questions And Answers For October Cleaner Exam

Sample questions and answers for the coming examination for cleaners, men and women, have been released by the Department of Personnel. These questions are not part of the examination but show the various types of questions that can be expected by candidates. The test will be held Oct. 29 and the proposed key answers will be published in The Leader in the issue of November 1.

The sample questions follow. Answers appear on page 15.

1. The best way to remove small pieces of broken glass from a floor is to:

(A) use a brush and dust pan

(B) pick up the pieces carefully with your hands (C) use a wet mop and a wringer (D) sweep the pieces into the corner of the room.

2. When you are not sure about some instructions that your supervisor has given you on how

to do a certain job, it would be best for you to:

(A) start doing the work and stop when you come to the part that you do not understand (B) ask the supervisor to go over the instructions which are not clear to you (C) do the job immediately from beginning to the end, leaving out the part that you are not sure of (D) wait until the supervisor leaves and then ask a more experienced worker to explain the job to you.

3. Another worker, who is a good friend of your, leaves work an hour before quitting time to take care of a personal matter. When you leave later you find that your friend did not sign out on the time sheet. For you to sign out for your friend would be: (A) good, because he will do the same for you some day when you want to leave early (B) bad, because other employees will also want you to do the same favor for them on other days (C) good, because the time sheet should not have any empty spaces on it (D) bad, because time sheets are official records which employees should keep honestly and accurately.

4. "The tools were issued by the supervisor." In this sentence the word 'issued' means nearly the same as: (A) collected (B) cleaned up (C) given out (D) examined.

5. "The smoke from the fire was dense." In this sentence, the word 'dense' means nearly the same as: (A) thick (B) black (C) hot (D) blue.

6. "The interior of the building was cleaned." In this sentence, the word 'interior' means nearly the same as: (A) basement (B) roof (C) outside (D) inside.

7. A messenger delivered 32 letters on Monday, 47 on Tuesday, 29 on Wednesday, 36 on Thursday, and 41 on Friday. How many letters did he deliver altogether? (A) 157 (B) 185 (C) 218 (D) 229.

8. Mr. White paid 4% sales tax on a \$95 television set. The amount of sales tax that he paid was: (A) \$9.50 (B) \$4.00 (C) \$3.80 (D) 95 cents.

9. How many square feet are there in a room which is 25 feet long and 35 feet wide? (A) 600 sq. feet. (B) 750 sq. ft. (C) 875 sq. ft. (D) 925 sq. ft.

Answer questions 10 to 12 according to the information given in the following passage:

GOOD EMPLOYEE PRACTICES

"As a City employee you will be expected to take an interest in your work and perform the duties of your job to the best of your ability and in a spirit of co-operation. Nothing shows an interest in your work more than coming to work on time, not only at the start of the day but also when returning from lunch. If it is necessary for you to keep a personal appointment at lunch hour which might cause a delay in getting back to work on time, you should explain the situation to your supervisor and get his approval to come back a little late before you leave for lunch.

You should do everything that is asked of you willingly and consider important even the small jobs that your supervisor gives you. Although these jobs may seem unimportant, if you forget to do

(Continued on Page 15)

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THE MOHAWK ONE-ELEVEN: BUILT BY BRITISH AIRCRAFT CORPORATION

Assn. Seeks Mass Upgrading Action For State Employees

(Continued from Page 1) trative personnel, it must be realized that the work performed by the incumbents in the office and clerical titles make the program possible.

CSEA said that general across-the-board salary increases affecting all State employees, while needed and welcomed, do not "change the relationship between these positions and other State titles with respect to salary grade allocations, and "... it is these internal relationships that are the cause of our primary concern."

The Employees Assn. urged Kelly to conduct open hearings on the requests so that affected employees and CSEA could present their case verbally and in more detail.

CSEA Requests

All requests are for two grade increases. Titles requested are:

FROM GRADE 3 TO GRADE 5

Clerk; File Clerk; Mail and Supply Clerk; Office Machine Operator; Office Machine Operator, Addressograph; Office Machine Operator, Blueprinter; Office Machine Operator, Graphotype; Office Machine Operator, Inserting; Office Machine Operator, Mimeograph; Office Machine Operator, Photo Copying; Typist.

FROM GRADE 4 TO GRADE 6

Account Clerk; Admitting Clerk; Auditing Clerk; Billing Machine Operator; Blind Stenographer; Bookkeeping Machine Operator; Bookkeeping Machine Operator, Descriptive; Braille Telephone Operator; Calculating Machine Operator; Civil Defense Communications Operator; Clothing Clerk; Dictating Machine Transcriber; Identification Clerk; Keypunch Operator; Mechanical Stores Clerk; Offset Printing Machine Operator; Printing Machine Operator; Proof Reader; Statistics Clerk; Stenographer; Stores Clerk; Tabulating Machine Operator; Telephone Operator; Telephone Operator—Typist.

FROM GRADE 5 TO GRADE 7

Clothing Clerk (TB Service); Motor Vehicle License Clerk.

FROM GRADE 6 TO GRADE 8

Vari Type Operator.

FROM GRADE 7 TO GRADE 9

Senior Calculating Machine Operator; Senior Clerk; Senior Clerk, Estate Tax Appraisal; Senior Clerk, Maintenance; Senior Clerk, Payroll; Senior Clerk, Printing; Senior Clerk, Public Works Maintenance; Senior Clerk, Purchase; Senior Clerk, Spanish Speaking; Senior Clerk, Surrogate; Senior Dictating Machine Transcriber; Senior Dictating Machine Transcriber Law; Senior Editorial Clerk; Senior Engrossing Clerk; Senior File Clerk; Senior Keypunch Operator; Senior Mail and Supply Clerk; Senior Office Machine Operator; Senior Office Machine Operator, Addressograph; Senior Office Machine Operator, Blueprinter; Senior Office Machine Operator, Mimeograph; Senior Office Machine Operator, Photo Copying; Senior Typist; Senior Typist, Spanish Speaking; Unemployment Insurance Claims Clerk.

FROM GRADE 8 TO GRADE 10

Cashier; Senior Account Clerk; Senior Actuarial Clerk; Senior Admitting Clerk; Senior Auditing Clerk; Senior Billing Machine Operator; Senior Bookkeeping Ma-

chine Operator; Senior Identification Clerk; Senior Inserting Machine Operator; Senior Law Clerk; Senior Maritime Stores Clerk; Senior Mechanical Stores Clerk; Senior Medical Records Clerk; Senior Offset Machine Operator; Senior Printing Machine Operator; Senior Statistics Clerk; Senior Stenographer; Senior Stenographer, Law; Senior Stores Clerk; Senior Tabulating Machine Operator; Senior Telephone Operator.

FROM GRADE 11 TO GRADE 13

Hearing Stenographer; Principal Clerk; Principal Clerk, Billing; Principal Clerk, Binding; Principal Clerk, Cash Accounts; Principal Clerk, Collection; Principal Clerk, Corporation; Principal Clerk, Corporation Search; Principal Clerk, Estate Tax Appraisal; Principal Clerk, Income Tax Computation; Principal Clerk, Interpreting; Principal Clerk, Medical; Principal Clerk, Park Stores; Principal Clerk, Payroll; Principal Clerk, Payroll Audit; Principal Clerk, Personnel; Principal Clerk, Property Control; Principal Clerk, Purchase; Principal Clerk, Securities; Principal Clerk, Surrogate; Principal Dictating Machine Transcriber; Principal Editorial Clerk; Principal File Clerk; Principal Keypunch Operator; Principal Mail and Supply Clerk; Principal Office Machine Operator, Addressograph; Principal Office Machine Operator, Blueprinter; Principal Office Machine Operator, Photo Copying; Principal Offset Printing Machine Operator; Principal Printing Clerk; Principal Printing Machine Operator; Principal Stenographer; Principal Stenographer, Law; Principal Typist; Principal Unemployment Insurance Claims Clerk; Secretarial Stenographer.

FROM GRADE 12 TO GRADE 14

Principal Actuarial Clerk; Principal Correctional Clerk; Principal Identification Clerk; Principal Law Clerk; Principal Marines Stores Clerk; Principal Statistics Clerk; Principal Stores Clerk; Principal Tabulating Machine Operator; Principal Telephone Operator.

FROM GRADE 14 TO GRADE 16

Head Stenographer; Head Stenographer, Law; Principal Account Clerk; Principal Audit Clerk.

FROM GRADE 15 TO GRADE 17

Head Clerk; Head Clerk, Billing; Head Clerk, Collection; Head Clerk, Corporations; Head Clerk, Corporations Search; Head Clerk, Income Tax Computation; Head Clerk, Local Health Records; Head Clerk, Payroll; Head Clerk, Personnel; Head Clerk, Probation; Head Clerk, Property Control; Head Clerk, Purchase; Head Clerk, Surrogate; Head Clerk, Tariff; Head Dictating Machine Transcriber; Head Editorial Clerk; Head File Clerk; Head Keypunch Operator; Head Mail and Supply Clerk; Head Office Machine Operator, Addressograph; Head Offset Printing Machine Operator; Head Tabulating Machine Operator.

FROM GRADE 16 TO GRADE 18

Head Actuarial Clerk; Head Correctional Clerk; Head Law Clerk; Head Statistics Clerk; Warrant Clerk.

FROM GRADE 17 TO GRADE 19

Chief Stenographer.

FROM GRADE 18 TO GRADE 20

South Conference Maps Policy Briefings For Annual Meeting Action

A full round of Civil Service Employee's Assn. policy briefings and plans for Conference participation at the coming CSEA annual meeting in Buffalo highlighted the recent Southern Conference Fall meeting at Rockland State Hospital.

The full day's schedule began with a 10 a.m. business meeting, which was attended by CSEA field representatives Thomas Brann and W. Rueban Goring. According to Conference President, Issy Tessler the matter of how the delegates to the Buffalo meeting could best coordinate their time was taken up enthusiastically. It was decided that Southern Conference delegates should sit as a group at this October's meeting and thoroughly cover the presentation of resolution to those convened. Harry Albright, CSEA counsel led off the afternoon workshop session with a discussion of the 1/60th retirement bill. After a question and answer period, William Blom the Association's salary research advisor, spoke on the reallocation appeals for clerical help in State institutions. He announced that the appeals were being turned into State Director of Classification and Compensation J. Earl Kelly. Blom thoroughly covered the CSEA program for the State's clerical workers.

During the morning meeting discussion of the coming Buffalo gathering, the past Southern Conference policies for covering annual meetings were given a thorough re-evaluation.

New Approaches

In addition to the above proposals it was decided that the Conference delegates to Buffalo should hold their own educational meetings, initiate new channels for better exchange of ideas with

other conferences, attempt to eliminate conflicting meeting dates in order to attend and allow some representation at neighboring conference meeting and move toward the establishment of more uniform operating procedures for approaching common problems.

Southern Conference delegates will also hold daily breakfast

meetings in Buffalo and, in general, attempt to maintain a higher degree of coordination of Conference representation.

Louis Mills, Republican candidate for Congress in the 28th District, spent some time at the morning meeting with Tessler discussing the problems of the State employee.

Eligible Lists

SENIOR STATISTICIAN G-28 INTER-DEPARTMENTAL LIST A

- 1 Barnes J Albany922
- 2 Schwartz M Dewitt877
- 3 Scott E Albany802
- 4 Moore R W Henriett789
- 5 Goldberg D Bronx771
- 6 Saroff E Albany703

LIST B

- 1 Sherman L W Hempstead751

SENIOR SUPERVISING VETERINARIAN G-22-AGRI AND MKTS

- 1 Payton J Morris1003
- 2 Crowl L Pulaski987
- 3 Davidson W Elmira975
- 4 Wallace C Aronde808
- 5 Fish R W Henriett848
- 6 Holden C osdam806
- 7 Sickles W Windsor801

ASSISTANT ELECTRIC ENGINEER G-19-PUBLIC SERVICE

- 1 Pomeranz P New Hyde970
- 2 Bausback A Albany919
- 3 Dynia S Baldwin880

PHOTOGRAPHER G-11 INTERDEPARTMENTAL

- 1 McCallion J Staten Is886
- 2 Ruffrage J Whitesboro885
- 3 Runfola S Mt Morris851
- 4 Birns R Brooklyn817
- 5 Russell D Rhinebeck802
- 6 Costaa S Schenectady751
- 7 Strickon I Flushing748

PURCHASING AGENT G-18-THRUWAY AUTHORITY

- 1 Hamm F Scotia773

SENIOR ENGINEERING TECHNICIAN G-11-CONSERVATION

- 1 Williams G Mt Grant805
- 2 Gray H Oneonta874

Levitt Announces Hotel Allowance Increase For Aides

Comptroller Arthur Levitt last week informed The Leader, that effective Oct. 3, lodging allowances for State employees traveling on official business would be increased.

According to the Comptroller's office these rates—one of three types of travel expenses for which the Civil Service Employees Assn. had asked be increased—will rise approximately \$1 per night.

The new schedule will allow \$9 per night in the New York City area and \$8 per night in other areas.

The Public Employee

(Continued from Page 3)

looking at the toys in the store window and throwing a tantrum if you are not given everything you see, and another thing to be able to prove and to justify that you are entitled to the things you demand. CSEA justified its demands with documented proof it spent months formulating. The union, like the spoiled child, demanded everything and justified nothing and has been throwing a figurative tantrum ever since because nobody listened to it.

THE UNION tactics would be laughable if it were not for the fact that it charges each of its members \$65.00 a year dues for the privilege of hearing complaints that CSEA—for \$13.00 a year—is doing so much more than the union.

IN CONCLUSION, we say to the union, you keep complaining and we'll keep scoring victories for State and local government employees in New York State. (And, please, enjoy the pay raise we won for you.)

TOLL DIVISION ASSISTANT SUPERVISOR G-16-CONSERVATIVE

- 1 Raia J Babylon773

SENIOR TRAINING TECHNICIAN G-18-INTERDEPARTMENTAL

- 1 Esolen R Castleton892
- 2 Bozzolo P Schenectady889
- 3 Hauppina H Albany839
- 4 Abigail G Schenectady830
- 5 Sachs S Brooklyn822
- 6 Cunningham T Highview820
- 7 Earle J Freeport820
- 8 Trombley J Albany812
- 9 Salor H Brooklyn806
- 10 Christensen T Albany801
- 11 Gaudette R Schenectady795
- 12 Erlchenman W Lincroft793
- 13 Gardner R Delmar791
- 14 Leein G Northville791
- 15 Humphrey N Albany787
- 16 Delamar G Albany781
- 17 Reed G Cohoes781
- 18 Cort H Gwent780
- 19 Spiecer J Brooklyn778
- 20 Hinec J Bronx769
- 21 Isenberg B Albany765
- 22 Kennedy J Albany761
- 23 Tidewaco R Albany757
- 24 Stott D Seldrick756

ASST. BRIDGE MANAGER, NYS BRIDGE AUTHORITY

LIST A

- 1 Ridpath J Garrison1014
- 2 Clapper C Hudson940
- 3 Vlening J Poughkeepsie834
- 4 Brooks C Poughkeepsie778

LIST B

- 1 Kendall C Hudson928
- 2 Proctor R893
- 3 Niekamp H aChalkill830
- 4 Smith E Kingston808
- 5 Styles A Kingston779
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ASST. MECHANICAL SPECIFICATIONS WRITER, DEPT PUBLIC WORKS

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- 2 Little R Peekskill859

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City Is Offering Civil Engineering Draftsman Jobs

Filing will continue until Oct. 4 for positions as civil engineering draftsman with New York City departments and agencies.

Salary for these positions starts at \$7,450 and increase with annual increments to a top of \$9,250 according to present salary schedules.

Study Now For Maintainers Helper "B" Exam

Heavy competition warrants early notice of an examination for a New York City Transit Authority job as maintainers helper, group B. The test will be held in 1967. Filing for the many open positions in this category will open early next year.

Salary for these positions starts at \$3.20 per hour and increases to \$3.2925 an hour. Hundreds of vacancies are expected during the four year life of the list in every borough.

This is an entrance level position with promotion opportunities offered up to the title of road ear inspector at an entrance salary of \$4.14 an hour.

Candidates for this position are required to have three years of recent satisfactory experience as a helper or mechanic in the maintenance, repair, construction, or installation of mechanical equipment or graduation from a trade or vocational school, technical high school or college after a three or four year day course in the mechanical field or an equivalent combination of experience or education.

Do not attempt to file for this examination at this time but follow The Leader for further developments. Early warning is given for this test because competition is usually keen and it is advisable to start studying now for the test. Study books for this examination are available from The Leader Book Store, 97 Duane St., New York City, N.Y. 10007.

Salary for these positions starts at \$7,450 and increase with annual increments to a top of \$9,250 according to present salary schedules.

A baccalaureate degree in civil engineering or a high school diploma and four years of experience in drafting work including two years in civil engineering drafting or a combination of experience and education is required.

Applications for these jobs can be obtained from branch offices of the New York, Brooklyn or Queensboro Public Library or from the Department of Personnel, 49 Thomas Street, New York City, N.Y. 10007 or by calling the department, 566-8700. Applicants have been warned by the department that experience paper form A, must accompany the general application.

Psychologist Jobs Open At \$7,450 & up

The City Department of Personnel is seeking to fill psychologist positions at a salary of from \$7,450 to \$9,250 a year. These positions are open on a continuous basis and have neither citizenship nor residence requirements.

Candidates will be rated on their training and experience in lieu of examination.

These jobs require the completion of 60 semester hours of graduate work in psychology plus two years of internship or supervised experience in clinical psychology or a doctorate and one year of internship or experience.

For further information or applications, contact the City Department of Personnel, 49 Thomas St., New York City, N.Y. 10013 or telephone 566-8700.

U.S. Jobs For Stenos, Typists

Multiple vacancies exist in New York City departments for stenographers at salaries of from \$4,000 to \$5,080.

There are no formal education or experience requirements for these jobs but candidates must show ability to take dictation at a rate of 80 words a minute and be able to type at the rate of 40 words a minute.

Applications are accepted at the government unit of the New York State Employment service in Manhattan, Brooklyn and Staten Island.

For further information and test appointments, those interested may telephone PL 9-1020 in Manhattan; JA 2-2428 in Brooklyn or GI 7-2931 in Staten Island.

District 2 Party

The District 2 Public Works chapter, CSEA, held its annual clambake recently in Stanley's Grove, Marcy. John J. O'Connor of the Albany office was a guest. Numerous door prizes were awarded at the event.

CLEANERS TEST

(Continued from Page 13)

them or if you don't do them right trouble may develop later.

Getting along well with your fellow-workers will add much to enjoyment of your work. You should respect your fellow-workers and try to see their side when a disagreement arises. The better you get along with your fellow-workers and your supervisor the better you will like your job and the better you will be able to do."

10. According to the above passage, in your job as a City employee you are expected to:

(A) show a willingness to cooperate on the job (B) get your supervisor's approval before keeping any personal appointments at lunch hour (C) avoid doing small jobs that seem unimportant (D) do the easier jobs at the start of the day and the more difficult ones later on.

11. According to the above passage, getting to work on time shows that you:

(A) need the job (B) have an interest in our work (C) get along well with your fellow-workers (D) like your supervisor.

12. According to the above passage, the one of the following statements that is not true is:

(A) if you do a small job wrong, trouble may develop (B) you should respect your fellow-workers (C) if you disagree with a fellow-worker, you should try to see his side of the story (D) the less you get along with your supervisor, the better you will be able to do your job.

Sample Cleaner Answers

(Test on Page 13)

1.A; 2.B; 3.D; 4.C; 5.A; 6.D; 7.B; 8.C; 9.C; 10.A; 11.B; 12.D.

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P.R. Column

(Continued from Page 2)

but not the know-how.

BUT THERE IT IS: modern politics marketing a candidate like soap, automobiles, and corn flakes.

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Central Conf. — A Jammed-Packed Program

(Special to The Leader)

UTICA — State Senator James H. Donovan proposed an 11-point program for rejuvenating Civil Service at a dinner dance concluding a two-day meeting of the Central Conference, CSEA in the Hotel Utica. Some 500 attended.

A Saturday evening program opened with the invocation by the Rev. William Estes, Protestant chaplain at Marcy State Hospital. Gary Perkinson, CSEA director of public relations, served as toastmaster.

Mrs. Clara Boone, conference president, welcomed the delegates and guests, who were introduced by Perkinson and J. Arthur Tennis, meeting chairman. The Rev. John J. Stack, Roman Catholic chaplain at Utica State Hospital, gave the benediction.

Civil Service in its present form is "rigid, routine and bureaucratic," the Senator said. "It has grown old because its specialization and professionalism have prevented its keeping pace with the time," Donovan added.

Weaknesses

Before outlining the program, he gave a brief history of Civil Service and discussed what he saw as its weaknesses.

"Civil Service has produced security, but this 'security' no longer is synonymous with financial security alone. People who started in Civil Service thought they would keep growing, moving up—but instead, many of them now feel defeated, blocked, frustrated, trapped if not neglected," Donovan said.

"Civil Service and other organizations in our society are competing desperately to get their share of gifted and talented people, but not enough is done with developing them further.

"Appointed officials are also denied the challenge and thus the stimulus of an election.

"Civil servants are charged with not being vital and responsive when top leadership changes. The 'I could care less' attitude seems to prevail and has become a matter of putting in time and collecting the paycheck, the fringe benefits and vacations. All of this spells disinterestedness, stagnation and internal decay.

"Civil Service lacks identifica-



IDEA GUEST — State Senator James Donovan, right, addressed the dinner dance of the Central Conference, CSEA, this past weekend at a two-day meeting in the Hotel Utica. With him are J. Arthur Tennis, chairman of the sessions, and Mrs. Clara Boone, conference president.

tion of talents, fluidity of movement and makes little or no allowance for the restless but vital person who would like to sample several different lines of work.

"Civil Service tenure has become to mean inertness, a protective shield, a deterrent for growth possibilities.

"Civil Service has become too big, too unmanageable for individual recognition and maximum use of human talent and resources for the benefit of themselves and the nation at large," Donovan said.

His Program

Donovan proposed this 11-point program:

- "Let the government or any other government organ develop talents of persons in Civil Service instead of neglecting them.
 - "Overhaul examinations. They should be more challenging. Many tests, for example, do not allow for creativity and inventiveness, much less spot the geniuses.
 - "Develop a stimulating effect.
 - "Allow for vital top leadership.
 - "Allow for change—in assignment, promotion, environment. It is sameness that kills interest and ingenuity.
 - "Allow for movement and change that would create little damage to status or feelings.
 - "Don't punish or penalize the restless person by letting him rot in his place. Make systematic re-assignments for such people for maximum use and production.
 - "Include the rest of the country's activities (business, education, etc.) in conceptual thinking and planning relative to placement, recruitment, assignments, re-assignments, lest the individual agencies become self-centered and distrustful of other agencies. Civil Service, in other words, should get out of its provincialism.
 - "Make overseas assignments early, for example, for those who desire to stay and move to the top.
 - "Make tenure in government service meaningful and a positive asset rather than a deterrent for the full use of one's talents. Tenure was not designed to freeze or trap people—but to develop them and to advance them and all of us with it," Donovan concluded.
- Among officials attending the

dinner were Utica Mayor Frank M. Dulan, Rome Mayor William Valentine, Herkimer Mayor John Pryor, acting Oneida County Executive Gregory Esposito, State Assemblyman Donald Mitchell, R-Herkimer; Assemblyman William Sears, R-Forestport; and Assemblyman Edward Hanna, D-Utica.

County Workshop

During Friday's opening sessions, the convention held an executive board meeting and a central counties workshop. S. Samuel Borelly, workshop president, said topics of discussion were prospective legislation and plans for future educational programs.

Delegates aired Civil Service problems at a chapter presidents' sounding board Friday evening. A reception followed, hosted by state and county chapters of Oneida County. Music was provided by the Wandering Troubadours.

Delegates to the Utica convention signed a scroll to be presented to Gov. Nelson A. Rockefeller on Sept. 28 "for all he has accomplished on behalf of Civil Service."

Objectives of the conference program: "To extend and uphold the principle of merit and fitness in public employment, to maintain and promote efficiency in public service, to advance the interests of the Civil Service employees of New York and to serve as unifying agency through which its member chapters may work together to promote effective representation for its members and to maintain consistent support in

THRUWAY SALARY

(Continued from Page 1)

tional statistical data within the next few days, including prevailing wage rates across the state in an effort to bolster its present figures.

Representing the Employees Assn. at the meeting were Joseph F. Peily, president, Joseph Sykes, chairman of the CSEA Thruway Committee, other committee members, John C. Rice, assistant CSEA council, and F. Henry Galpin, assistant executive director.

Thruway representatives included Bixby, Walter J. Mahoney, treasurer, Holden A. Evans Jr., executive director, Warren M. Wells, general manager and other members of the Thruway staff.



PARTICIPATING — Among program participants at the Central Conference, CSEA two-day meeting this past weekend in the Hotel Utica were, from the left, Maurice Sokolinsky, Binghamton, first vice president; John J. Ray, Syracuse, field representative; Mrs. Clara Boone, Utica, president; Charles Ecker, Warners, third vice president; and Arthur Kasson, Syracuse, second vice president.

the area of Association activities.

"It is dedicated to the principle that government is the servant and not the master of the people, that its objectives are to be attained by truly democratic methods and with the conviction that the people are entitled to uninterrupted governmental service, it renounces the use of strike by public employees."

Mrs. Clara Boone, Central Conference president, spoke on "Responsibilities of Delegates to Statewide Annual Meetings" during the Saturday morning session. James Terry of the State Retirement System discussed retirement.

Labor Relations

Clifford Kotary, chairman of the Oneida County Board of Supervisors, addressed the Saturday noon luncheon on "The Relationship Between Employees and Government on a Local Level."

During the day, there was a

Mt. Morris Appeal

ALBANY — Salary reallocation requests and dining room attendants and dining room attendants (TB) employed at the State Department of Health's Mt. Morris facility have been submitted by the Civil Service Employees Assn.

The requests transmitted last week to J. Earl Kelly, director of the State Division of Classification and Compensation are for reallocation from grade 1 to grade 5 for D.R. Attendants, and from grade 2 to grade 5 for D.R. Attendants (TB).

public exhibit by state, county and city government agencies. Exhibits were submitted by: Oneida County Welfare Department, Mohawk Valley Community College, Utica Health Department, Utica Board of Water Supply, Utica Civil Defense, and Utica and Marcy State Hospitals.

Also, the State Division of Parole, State Department of Health, State Department of Motor Vehicles, State Division of Employment, State Department of Commerce, State Division of Veterans Affairs, and the Department of State.

Hosts

Host chapters for the convention: Marcy State Hospital, Robert Guild, president; Oneida County, Roger Solimando, president; Utica chapter, Philip Caruso, president; Utica State Hospital chapter, J. Arthur Tennis, chairman.

Officers of the Central New York Conference: Clara Boone, president; Maurice Sokolinsky, first vice president; Arthur Kasson, second vice president; Charles Ecker, third vice president; Florence Drew, secretary; Ida Meltzer, treasurer; Emmett J. Durr, executive secretary; Lois Ann Minozzi, corresponding secretary.

County workshop: S. Samuel Borelly, president; Kenneth Hurlburt, vice president; Leona M. Appel, secretary; and Ruth L. Mann, treasurer.



ELECTED — Samuel Borelly, Utica, was elected to a fifth consecutive term as president of the Central Counties' Workshop during a meeting of the Central Conference, CSEA, in the Hotel Utica. Leone M. Appel, Onondaga County, was elected vice president. Others elected: Frances Williams, St. Lawrence County, secretary, and E. Paul Nedrow, Timpkins County, treasurer.



ACCOMPLISHMENT — After completing the "On The Job Training Program" for assistant cook at the Gowanda State Hospital Ronald DeVore receives a certificate of accomplishment from two of the institution's officials. Making the actual presentation is Dr. J. Rothery Haight, Hospital Director, while Gordon Woodcock, hospital food manager looks on.