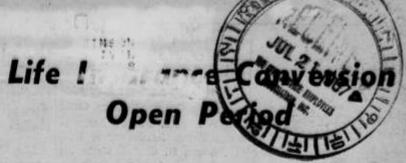
# Civil Service

America's Largest Weekly for Public Emptoyees

Vol. XXVIII, No. 46

Tuesday, July 18, 1967

Price Ten Cents



See Page 3

# Retroactive To Feb. 1 Meets

ALBANY-The Civil Service Employees Assn. last week renewed its appeal to State administrators for prompt payment at time and one-half for overtime work performed since February 1 by State institutional employees covered by the Pederal statute.

Hurd to rescind the new regulation under which only those employees who regularly work five days out of each seven day week are eligible to earn overtime pay.

According to a spokesman for partment of Audit and Control has

At the same time, CSEA urged edvised State agencies involved to State Budget Director T. Norman submit payrolls for payment of all overtime credit accrued since the February 1 effective date. CSEA said payment has already been made in certain Mental Hygiene institutions, and that all institutions in that Department have been requested to submit overthe Employees Association, the De- time payrolls covering the initial (Continued on Page 3)

# **CSEA** Is Alarmed **Anti-Merit Proposals**

ALBANY-The Civil Service Employees Assn. expressed growing concern last week over proposals to the State Constitutional Convention which would delete or diminsh present Constitutional guarantees of appointments through competitive examinations.

a statement submitted to Conven- Convention delegates recently by tion delegates by the New York Mrs. Ersa Poston, president of City-based Civil Service Reform the State Civil Service Commis-Assn.-a one-time staunch ad- sion, calling for removal of comvocate of the Merit System-urg- petitive class of 13,000 top level ing, among other things, removal State employees . of the competitive examination Terming both proposals "real requirements for any civil service threats to efficient State and appointments or promotions.

civil service and, a return to the for public pension). Spoils Systems."

Reform group's proposal was com- ber's home address to: Constitupounded. Feily revealed, by the tion Convention Delegate, State fact that it followed close on the Capitol, Albany, New York,

Current CSEA alarm stems from heels of the plan advanced to

nunicipal government", Feily Joseph F. Feily, president of the again urged CSEA members Employees Association, which is throughout the State to write their committed to the verbatim re- celegates asking for retention in tention of the Constitution's ex- the Constitution, as now written, of isting civil service provisions, in- Article 5, Section 6, (covering the dicated CSEA was preparing a Merit System, as well as other counter statement to "expose this civil service provision); Article 5, proposal for what it is-an action Section 7 (contractual relationaimed at delivering to the poli- thip in pension system); and Articians the outright control of ticle 16, Section 6 (tax exemption

All such mail, Feily noted, OSEA's stormy reaction to the should be sent from the mem-

# CSEA's Psychiatrist Comm. Meets Miller Reorganization

ALBANY-Representatives of a group of Civil Service Employees Assn. members who comprise the Association of New York State Mental Hygiene Physicians met here last week with State Mental Hygiene Commissioner Alan D.

ganization plan.

tion, signed by approximately 600

Miller, seeking modifications in a of some 960 psychiatrists affected, pending departmental staff reorwere primarily concerned with revising the overall plan to permit The group's proposals, presented automatic promotion of incumin the form of a 12-point peti- bent senior and supervising pay-

(Continued on Page 16)

# CSEA Wants Overtime CSEA's State Police Committee

ALBANY-The Special State Police Committee of the Civil Service Employees Assn., at a meeting here last week with State Police Superintendent Arthur Cornelius, Jr., headed a lengthy agenda with requests for exclusive bargaining rights for CSEA and regular meetings at least twice yearly.

Although final disposition of all agenda items was not known at Leader presstime, CSEA president Joseph F. Felly stated "The Committee was pleased with the amount of time the Superintendent made available to us."

Feily said that no decision had been given on the matter of exclusive bargaining rights, but that the Committee had been given to understand an answer would be forthcoming shortly after Sept. 1. the effective date of the State's new Public Employese Fair Employment Act.

expect to be meeting with Super- either the Committee or the Superintendent Cornelius on a regular intendent, if felt necessary. Regubasis after September 1."

the meeting included:

1) Recognition and exclusive presentation—Request that CSEA these meetings. be recognized as the exclusive representative for all uniformed and non-uniformed employees of the State Police, under the Public rules and regulations, or changes Employees Fair Employment Act. in existing rules, to CSEA prior

2) Meetings With Division of State Police-Request that Special State Police Committee of CSEA hold at least two regular Feily also expressed satisfaction meetings each year with the Suwith the Division's Answer on perintendent to discuss pending CSEA's request for regular, peri- maters, with additional meetings odic meetings, noting that "we to be scheduled at the request of

iar meetings are to be held in The formal agenda presented at September and February with administrative leaves to be granted for the purpose of attending

> 3) Changes in rules and regulations-The Division of State Police submit any proposed new to the promulgation of such rules that would affect terms and conditions of employment.

4) Work Week-Request a work week of forty hours a week.

5) Overtime - Review rules which accord employees time and (Continued from Page 3)

# CSEA Issues Bulletin Against Council 50's

In an unprecedented move the Civil Service Employees Assn. issued a bulletin to its members last week warning them against the blatant falsification of the facts being fostered by Council 50, AFSCME inthe latest attempt to undermine the prestige of the Association.

Upon issuing the bulletin, headed "Beware the Big Lie", CSEA officials explained that the move was a reaction to a recent attack

rication of untruths.

corporated into a flyer stating bulletin reads: that the CSEA would be going out of business as of September 1. The up to appear like a clipping.

In the past, CSEA officials alowed, the Association had retrained from publicly answering such attacks by the union because of their personal nature, as when they were directly aimed at officials of the CSEA and/or besause of their obvious inanity and ineffectuality.

The bulletin, in part, states as warning from CSEA president Joseph F. Feily that the time for 'playing for keeps with the union' is now at hand-indicating that

by the union directly aimed at the CSEA is preparing to deal the whole structure of the CSEA more directly with any such atand based upon a complete fab- tacks by the union in the future since "Council 50 is starting to get The union is accused by the more desperate" as the effects of CSEA of inventing a "phoney" the new State Labor Relations Act rewspaper clipping which was in- are coming into fruition. The CSEA

"Council 50, AFSCME-the small, amateur, name-calling union, with newspaper article, the CSEA bul- the seemingly inexhaustible supletin states, never appeared in any ply of unethical gimmicks-has newspaper and was merely printed come up with a new low, even for them. They're now circulating a flyer showing a clipping of a (Continued on Page 16)



# Is Jack Javits A Sure-Fire Winner?

AN anybody enter into the 1968 New York Senatorial race and beat incumbent Jack Javits?

That is the big question circulating among political analysts at the present time.

First choice seems to be U.N. Ambassador Arthur Goldberg because of his enormous prestige and classic background as labor wyer, Cabinet member, Supreme

(Continued on Page 15)

# Health Insurance **Open Enrollment** Subdivisions Too

The Civil Service Employees Assn. has informed The Leader that numerous CSEA members employed by the political subdivisions have inquired as to their eligibility to participate in the current open enrollment period won by CSEA in the State Health Insurance program.

As noted in the State Civil Service Department's official memorandum re-printed in the ast edition of The Leader, CSEA points out that enrollment is open to all 'employees and past retirees of the State and participating (local government) agencies who failed to enroll themselves and/or their eligib'e dependents, including dependent students, when first eligible . . . without proof of insurability."

CSEA again urges all eligible State and political subdivision employees in participating agencies to take advantage of the open enrollment period, in effect through October 31, 1967. Salary Committee Meets August 9-10

The salary committee, of the Civil Service Employees Assn., will meet on August 9-10 at the DeWitt Clinton Hotel in Albany, according to Solomon Bendet. committee chairman. The purpose of the meetings is to discuss raising the salaries of State employees to the level of those paid by private industry. The proposals would also apply to local sub-divisions.

# **Wassaic School** Honors 25-Year Service Employees

enjoyed in the girls school M. auditorium at Wassaic State Head, Helen Head, Mildred C. Hill, School recently by 200

present and retired employee having 25 or more years of service Daniel Klepak Named with the State.

Fifteen new members were added to the Quarter-Century Club: Marion Ahearn, Edward Archambault, Rubin Bassin, Anna Bot-A reception and dinner was ney, James H. Ciferri, Katherine Cooper, Anna Haferkamp, Ludwig Haferkamp, Hazel M.

(Continued on Page 15)

# The \$15 Vacation!

Special for Civil Service Vacationers

3 days in beautiful Bear Mountain Park. 3 nights in the Hessian Lodge" at

Bear Mountain Inn.

Total cost: \$5 per day.

And look at all you get free.

Free boating, free fishing, free swimming,

free hikes, free trails, free zoo, free museum, free picnic grounds.

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\*two in a room, European Plan

# **Bear Mountain Inn**

"Come to the Mountain"

# **STOP Wasting Money!** SAVE On Your **AUTO LIABILITY INSURANCE** SAVE 10% MORE! State-Wide subscribes to the

Safe Driver Plan. If your present company does not, we give you an additional 10%, if you qualify—(8 cut of 10 drivers do qualify).

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City	Zone
Phone No.	

# Health Department Asst. Commissioner

ALBANY - Daniel Klepak, administrative director of the State Office of General Services, has been named to fill the newly created post of assistent commissioner for hospital affairs.

Klepak who entered civil service as a clerk 27 years ago, is a past president of the Health Department chapter, Civil Service Employees Assn. and the Capital District chapter of the American Society for Public Administration.

In his new post, according to Dr Hollis Ingraham, State Health Commissioner, Klepak will develop and direct existing and new profor hospitals, nursing



DANIEL KLEPAK

homes and related health care facilities throughout the State under Article 28 of the Public Health

The appointment of an administrator to deal with these problems had been urged by the New York State Nursing Home Assn. and the Metropolitan New York Nursing Home Assn. In a joint statement, James Mullaley and Irwin R. Karassik, executive directors of the respective organizations, noted that "The appointment of a highly-qualified person such as Klepak certainly will go a long way towards improving the liaison between the State and the extended care facilities of our citizens."

U.S. SAVINGS Stamps outstanding exceed more than \$56 million. Savings Stamp programs are conducted in many schools throughout the nation.

# Your Public Relations IO

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,

# Pkwy, Exit, Hwy-Eh?

IT'S BAD enough when a government executive beclouds communications between government and its public. But it is inexcusable when some outside company doing government work louses up the good public relations of government and civil service.

but we have protested many times before the permissiveness allowed read contractors in setting up traffic direction signs. This should be reserved to the government agency letting the contract, and this agency should be held strictly accountable for the good or bad public relations generated from the signs.

LET'S TAKE the construction work now going on at the intersection of the Hutchinson River Parkway and the Cross Westchester Expressway. We think it has something to do with a link connecting these two critical arteries with a new express highway going off -somewhere toward Armonk.

THERE IS no sign telling anyone what's going on, but Hutchinson River Parkway traffic in two lanes to one. On Sundays and a mile or two or three.

HOWEVER, travelling south on Pkwy". Other than the abbreviaother sign says "Exit." But it Expressway going confusion. Westchester west to White Plains and the Tappan Zee Bridge.

BUT HOW MANY motorists know it? And how many accidents have resulted? And how many drivers have wished a plague of-sale" for good government. un all stupidity in government?

JUST TWO LITTLE words, ment has reaped a rich harvest of tad public relations.

WE THINK THIS is grossly unfair to civil service and to government, and it is about time that those who process the pay-

WE HATE TO belabor the point, ment vouchers for these contractors really cracked down hard. It is not a simple matter of a goof". It is far more serious berause the good public relations of thousands of civil servants is eopardized.

THE LAST TIME we wrote of this highway guessing game we called it "Highway Roulette", paralleling these shennanigans "Russian Roulette"-and everyone knows what that means.

COMPLAINT OUR Highway Roulette" was pub-I shed more than a year ago. "The NY. Times" caught up with all this highway sign nonsense on June 17 last.

HERE IS ONE devastating quote from the "Times" articla which filled six columns of space with three pictorial illustrations:

"SIGNS DON'T talk the mottoth directions is telescoped from orists' language. In fact, many of them pose a formidable language holidays the traffic jam extends barrier that contributes substantially to accidents."

THIS WAS PAUL Petrillo, en-Mutchinson there are two signs at gineering director of the Autodivergence. One sign says mobile Club of New York, speaking. And after seeing some of the tion, that's reasonably clear. The aigns with our own eyes, we can easily understand why many peodoesn't say "Exit" to what. Ac. ple driving in the Metropolitan tualy, it is the exit out of the New York area of New York State Hutchinson, but into the Cross are really driving in a state of

> GOOD COMMUNICATIONS are absolutely mandatory for good public relations. So let's start with good (clear) communications with highway road signs, the "point-

AND PLEASE DON'T tell us that it may be necessary to do a 'Exist' and "Pkwy", and govern- major steel support reconstruction job on all the confusing signs. All that's necessary is to paste over sturdy canvass with the correct information-and achieve correct public relations.

# Reappointed

ALBANY-Frank W. Dunham Jr. has been reappointed to the Board of Commissioners of Pilots, which provides for the licensing of ship pilots operating from New York City to Albany. He also is general manager of the Albany Fort District Commission.

Buy U.S. Savings Bonds.

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Prior To Sept. 1

# **Life Insurance Conversion Period** Is Open Now For CSEA Members

Any actively employed insured member of the Group Life Insurance Plan of the Civil Service Employees Assn. who became age 50 on or after January 1, 1967, or whose 55th or 60th birthday is during 1967 may convert \$1,000 or \$2,000 of this Group Life Insurance to a permanent form of individual Life Insurance, which contains cash and paid-up values, without medical examination.

and the payroll deductions of such insurance would be reduced acance an insured member is en-Group Plan would be reduced by the amount converted.

PREMIUM WAIVER IS AVAIL-WHO ATTAIN AGE 50 AND MALE EMPLOYEES WHO AT-TAIN AGE 50 OR 55 DURING 1967. DOUBLE INDEMNITY IS THESE AVAILABLE. ONIL AT ADDITIONAL COST.

Requests for this conversion, on forms furnished by The Civil Service Employees Assn., Inc., must be received by the Association at its headquarters, 8 Elk Street, Albany, New York 12224 prior to September 1, 1967.

The eff deviatcet

The effective date of the converted insurance will be November 1, 1967, contingent on the premium payments for the converted insurance to be made directly by the individual to the Travelers Insurance Company.

Any insured member interested should secure information and the required form for conversion from CSEA

Listed below are the current premiums being charged by The Travelers Insurance Company at certain ages for those whose occupations do not require extra premiums. These premiums are for a plan of individual life insurance which wil be paid up at age 70. CONVERSION TO OTHER FORMS OF PERMANENT IN-SURANCE WILL BE ALLOWED AND INFORMATION CONCERN-ING COST AT PARTICULAR AGES WILL BE FURNISHED ANY INSURED MEMBER WHO REQUESTS SAME. Premiums for

# Create New Committee

Max Benko, president of the Capital District Conference, Civil Service Employees Assn., Inc., has announced the formation of a new

(Continued on Page 14)

# Solimando Elected

Roger F. Solimando has been elected president of the Oneida County chapter, Civil Service Employees Assn.

Solimando has served as acting president of the chapter for the past two years.

The only other contested elections were for the offices of first, second and third vice presidents of the 1,300-member organization.

Elected were: Mrs. Edna Fredericks, first vice president; Claude Woodward, second vice president, and Mrs. Diana Abraham, third vice president.

CSEA Group Life Insurance Plan been provided without increase in cordingly. The amount of insur- who on or after January 1, 1963 cost-premium costs have been rereaches 50, 55 or 60, may, during duced-triple indemnity for accititled to in the future under the the calendar years in which he at- dental death has been added-and tains such age, convert the same a premium waiver in the event of ABLE TO FEMALE EMPLOYEES prior to September 1 of such year tional cost. with the Association. The converted | Insured members interested in of November 1 of such year, Ac- should write to CSEA Headquartcordingly, the amount of insurance ers promptly to secure the necesthe member is entitled to under pary information and request forms BENEFITS CAN BE OBTAINED the group plan is reduced by the which they can use to apply for

Bush and Powell, Inc. The plan ing November 1.

Age

Group Insurance would be re- the converted insurance must be has grown to cover more than 80,duced by the amount converted, paid on at least a quarterly basis. 600 CSEA members. Ten per cent Any insured member of the (10%) additional insurance has amounts of insurance, \$1,000 or total disability prior to age 60 has \$5,000, by filing a request form also been added-without addi-

policy would become effective as this new conversion privilege sincent of insurance converted. | the converted insurance, Remem-During the 23 years the CSEA ber-such request forms must be Group Life Plan has operated, it filed with the Association's Albany has been underwritten by The Headquarters prior to September Travelers Insurance Co., Hartford, 1, 1967, for the converted insur-Conn. and the agent has been Ter ance to take effect on the follow-

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Nearest	Anı	nual	Quai	rterly
Birthday	\$1,000	\$2,000	\$1,000	\$2,000
50	\$ 45.95	\$ 91.96	\$11.98	\$23.96
51*	48.48	96.96	12.62	25.24
55	61.58	123.16	15.95	31.90
56*	66.83	133.66	17.30	34.60
60	93.50	187.00	24.10	48.20
61*	103.11	206.22	26.54	53.08
		FEMALE		
Age				
Nearest	Anı	nual	Quar	terly
Birthday	\$1,000	2,000	\$1,000	\$2,000
50	\$ 42.60	\$ 85.20	\$11.12	\$22.24
51*	45.03	90.06	11.74	23.48
55	57.69	115.38	14.96	29.92
56*	62.53	125.06	16.21	32.42
60	87.18	174.36	22.49	44.98
61*	96.50	193.00	24.86	49.72

Rates will apply when confirmed by the converted insurance

CSEA Again Presses For Geographic Pay Rules

"If date of birth prior to May 1st.

ALBANY-The Civil Service Employees Assn. again pressed the State Budget Director last week for establishment of regulations to implement the geographic and shift pay differential program won by CSEA in the last sessison of the egislature.

Feily pointed out that "Laws pro-



ROGER F. SOLIMONDO

salary differentials for State em-In a telegram to T. Norman ployees became effective last Hurd, CSEA president Joseph F. April 1. Yet, now, more than three months later, benefits to our memviding geographic and work shift bers under these new laws are still ne available."

> "Five weeks ago," Felly said, when we last inquired into the matter, your reply led us to belive early action would be taken to promulgate the necessary regulations to implement the new laws and make available the prescribed form for appeal under swsalhuc form for appeal under such laws.

> "We cannot accept your previously stated reasons for delay We do not feel it proper that implementation of the new laws should be contingent on the current workload in your office."

"We would remind you that our State-employed members are entitled to these benefits by law as of last April 1. We again urge your prompt attention to this matter and expect your favorable reply." Feily said.



FAIR PRESIDENT SWORN - Irving Flaumenbaum, president of the Nassau chapter of the Civil Service Employees Assn., swears in Marguerite Tebbens, the newly elected president fo the Nassau County School Crossing Guard Unit of the CSEA. Looking on is Inspector Louis Frank who is in command of the school crossing guards for the Nassau county police department.

# CSEA Meets Corneli

(Continued from Page 1) one half for overtime.

6) "Moonlighting" privileges-Members of the State Police be 30 years. accorded the right to hold a second job. This would be con- rules-Division of State Police adsistent with legislation allowing here to disciplinary rules. municipal employees the same

7) Assignment of two troopers Division of State Police . 'n patrol car-No less than two troopers be assigned to patrol car agenda will be carried in next duty on the "A" Tour and when week's Leader. conditions warrant.

8) Sleeping accommodationsbeing able to sleep-in at barracks. 9) Per diem allowance-Per

Glem allowances be reinstated for members of the State Police whose tour of duty is in excess of eight

10) Retirement Plans-Retirement at one half of final salary

# Ter Bush & Powell Elects G. D. Wachob As Vice-President

SCHENECTADY - George D. Wachob, Jr., has been elected vice-president of Ter Bush and Powell, Inc., insurance representatives for the Civil Service Em-



GEORGE D. WACHOB

ployees Assn.

the firm in 1953.

He lives with his family in Elnora, a Schenectady suburb.

increment for each additional year completed, with a maximum of 11) Adherance to disciplinary

12) Salary-Request salary increase for all members of the

Final disposition of the complete

CSEA Special State Police Committee members at the meet-Reinstate the privilege of troopers ing included: Milton K. Renback, chairman; George Zink, Troop At William A. Thompson, Trock B; Michael J. Bonney, Troop C; Charles Steward, Troop D; William Corrlin, Troop G; and Bruce W. Payne, Troop D; and William Morrison, Troop K.

> Also present from the Employees Association were president Joseph F. Feily; F. Henry Galpin, assistant executive director; and John Carter Rice, assistant

> Representing the Division of State Police, in addition to Superintendent ornelius, wera: William E. Kirwin and John McKane.

## Overtime

(Continued from Page 1)

interval by the payroll period of ouly 26-August 9, at the latest.

In its latest attempt to spur action in the matter, the Employees Association appealed directly to the State Comptroller as well as the Director of the Budget, and to heads of other State agencies,

The CSEA spokesman, noting that his organization had sought payment for the overtime from appropriate State authorities as iong as several months ago and had periodically criticized the State's delay in the matter, indicated that the Employees Association was determined to press the issue until all employees are fully paid.

# **New Appointees**

ALBANY-The three newest Wachob, 41, has been field appointees to the State Public Acmanager of the CSEA sales force countancy Committee on Grievsince January 1, 1962. A graduate ances in the State Education Deof Niagara University, he joined partment are John D. Burke of Syracuse, Charles A. Platt of Yonkers and Benjamin Grund of New York City.

# Temporary Clerk, Clerk-Typist Jobs Open In Brooklyn

typists, GS-2 (temporary, not to a skill of 40 w.p.m.

Headquarters, Eastern Area, exceed one year), at approximate-Traffic Management and Termin- ly \$75 per week. Applicants must perience or completion of a four al Service, is recruiting for the pass a written test and approppositions of clerks and clerk- riate typing tests, demonstrating

#### ------MEDICAL SECRETARIES NEEDED TO MEET GROWING DEMAND IN U.S.A.

\_\_\_\_\_

those who wish to prepare for or call BR 9-2604.

The growth of new health pro- a career in this dignified and grams has created a critical high paying profession through shortage of well trained Medi- Home Study in their spare time. cal and Dental Secretaries. In-formation is now available to 130 W 42 St., N.Y., N.Y. 10036

Six months of appropriate exyear high school course is re-

For additional information contact Civilian Personnel Division, Eastern Area, Military Traffic Management and Terminal Service, 1st Ave. and 58th St., Brooklyn, N.Y. 11250, or call 439-5400, ext. 2143.

### **Trainees Examined**

There were 91 candidates for computer programing trainee jobs with New York City tested

to civil service employees are broadcast daily over WNYC. Channel 31. Next week's programs are listed below.

Sunday, July 23

6:00 p.m.-Human Rights Forum City Department of Personnel is

Monday, July 24

4:00 p.m - Around the Clock -N.Y.C. Police Department training program.

6:00 p.m. - Community Action izens."

7:00 pm.-TV Shorthand-(lesson No. 3)-Manpower Education Institute presentation.

7:30 p.m.—On the Job - N.Y.C. Fire Department training pro-Frame."

9:00 p.m.-New York Report -Lester Smith hosts interviews between City officials and visiting newsmen

Tuesday, July 25

4:00 p.m. - Around the Clock -N.Y.C. Police Department training program.

4:30 p.m.-Community Action -Ted Thackrey moderates pro-

7:00 p.m.-TV Shorthand-(lesson No. 3) - Manpower Education Institute presentation.

7:30 p.m.-Human Rights Forum -William Booth moderates discussion.

Wednesday, July 26

4:00 p.m. - Around the Clock -N.Y.C. Police Department train-

7:00 p.m.-TV Shorthand-(Lesson No. 4)-Manpower Education Institute presentation.

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

8:00 p.m.-Behind the Law-Analysis of State laws: "The New Divorce Law-Part I."

Thursday, July 27

4:00 p.m. - Around the Clock -N.Y.C. Police Department training program.

4:30 p.m.-Human Rights Forum Ramon Rivera moderates dis-

7:00 p.m.-TV Shorthand-(Lesson No. 4) -- Manpower Education Institute presentation.

7:30 p.m.—On the Job — N.Y.C. Fire Department training pro-

8:30 p.m. - City Government in Transition-Solomon Hoberman hosts series. Program No. 6-"Who Works Where and Why: The City's Personnel System."

10:30 p.m.-Community Action-Ted Thackrey moderates program: "Training and Education for Oblivion."

Friday, July 28

4:00 p.m. - Around the Clock -N.Y.C. Police Department training program.

7:00 p.m.-TV Shorthand-(lesson

10:00 p.m .- Behind the Laws . Analysis of recently passed State laws: "The New Divorce Law-Part I."

Saturday, July 29

7:06 p.m. - Community Action -Ted Thackrey moderates program: "Training and Education for Oblivion."

7:30 p.m.-On the Job - N.Y.C. Fire Department training pro-

# 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 - William Booth moderates located at 49 Thomas St., New York, N.Y. 10013. It is three blocks north of City Hall, one block west of Broadway

Applications: Filing Period -Applications issued and received Monday through Friday from 9 Ted Thackrey moderates pro- a.m. to 5 p.m., except Thursdoy gram: "Housing Our Older Cit- from 8 a.m. to 6 p.m., and Saturday from 9 a.m. to 12 noon.

Application blanks are obtainable free either by the applicant in person or by his representative at the Application Section of the Department of Personnel at 49 "Building Construction Thomas Street, New York, N.Y. 10013. Telephone 566-8,20

Maded requests for application blanks must include a stamped, self-addressed business-size envelope and must be received by the Personnel Department at least tive 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 hen 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 Persomnel Department

#### STATE

STATE-Room 1100 Broadway, New York 7, N.Y. corner of Chambers St., telephone 227-1616; Governor P Smith State Office Building and The State Campus, Albany: Suite 750, Genesee Building 1 West Genesee St.; State Office Building. Syracuse; and 500 Midtown Tower. Rochester, (Wednesday only).

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 build. ing. Take the IRT Lexington 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 stor-

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

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

# **GOOD NEWS**

# C.S.E.A. Accident-Sickness Income Insurance **Policyholders**

One of the ADDITIONAL BENEFITS provided in your policy (AT NO EXTRA COST) effective July 1, 1967. is WAIVER OF PREMIUM.

This means that if you have been collecting continuous benefits for two months and your policy has been kept in force, it is not necessary for you to continue to pay the premiums for this insurance until you return to work, or to the end of the benefit period.

Refund of premiums will be made to individuals who are still on the payroll.

PLEASE REMEMBER—This benefit applies to disabilities which began on, or after July 1, 1967.

If you do not have the insurance, we will be happy to send you complete details of the program. It means money in your pocket when you need it most. (For complete description see Additional Benefits Rider A-3557 in your policy.)



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Please send information concerning	the CSEA Accid	ent and Sickness Income Insurance	e.
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Disco of Fundament			
Place of Employment			

# On Constitutional Convention

# Council Calls For More Letters To Delegates; Begins New Protests

At a recent General Council meeting of the Civil Service Council On Constitutional Convention, held at the Penn Garden Hotel in Manhattan, Henry J. Fehling, chairman of the 300,000 member group reported that many of the Council's affiliates had not yet responded to the Council's call for letters to be sent to delegates to the State Constitu-

tional Convention stressing the need for support of the Council's system and the employees' retire- the many proposals to the Conven-

"It is not too late to put yourself on record as supporting the under the headings, Article 5, sec- Delegates who have submitted such Civil Service Council by sending tions 6 and 7 and Article 16, proposals will be contacted by the letters," Fehling told the as- section 5. sembled representatives.

ment rights which are now in- tion which may be at variance cluded in the current Constitution with the aims of the Council

It was pointed out by Fehling said. The Council is striving to pro- that the directors of the Council

members of the Committee, he

Thomas Lupposello of the Civil tect the guarantees to the merit were in the process of studying Service Employees Assn. was on band to report on the CSEA's recent stand against a proposal to the Convention by Mrs. Ersa Poston, the chairman of the State Civil Service Commission, which called for the removal from the r erit system of certain top level State positions. The assembled Council members agreed that this was further evidence of the need for a careful consideration by the Council of any proposals to the Convention which, slthough not directly assaultive of the three sections in question, are nevertheless deterimental to the best interest of all civil servants in the State.

At that point a motion was presented by Alice Marsh, representing the United Federation of Teachers, stating that, "The Council authorized the Steering Committee to oppose any propositions which would undermine the three (3) propositions to which we are committed". The motion was passed with but one member abstaining.

The three proposals to the Contitution which were voted for attention of the Council under the new ruling at the meeting were: Proposition 246 by Mr. Shoemaker -a "right to work" motion which is considered by the Council to be inimical to Civil Service; proposition 247 by Mr. Shoemaker which requires the State to provide funds for any legislation requiring increased expenditures by localities; and proposition 215 by Mr. Parsons which would strike out provisions authorizing legislation to regulate wages, hours of work, or provisions affecting safety or welfare of employees.

# Labor Day Holiday Week In Puerto Rico

Spend nine fabulous days and eight nights at the Americana Hotel in San Juan for \$229.00. The tour price is based upon double occupancy in bedded, air-conditioned rooms with private bath and includes round trip jet air fare from JF. Kennedy airport, N.Y., sightseeing, transfers, gratuities and taxes. Many optional activities available.

The tour, scheduled to run from Sept. 2 to Sept 10, is open to CSEA members, their families and triends.

Because of this popular time of the year, space is limited and reservations must be accepted on first-come, first served basis For further information, contact Sam Emmett, 1060 East 28 St., Brooklyn, N.Y. 11210 or telephone (212) 253-4488 (after 5 p.m.).

# U.S. Service News Items

By JAMES F. O'HANLON

The Civil Service Commission said that, as a result of Medicare, it will reduce the monthly premium of 90,000 civil service annuitants enrolled in the Uniform Plan offered under the Retired Federal Employees Health Benefits program.

The premium reduction, which will under the major medical coverage annuity checks, will increase the enrollees, annuities by \$2, \$4, or \$8 a month, depending upon the type of coverage an annuitant has.

The Uniform Plan provides for basic coverage, major medical coverage, or both. Premiums for self-only enrollments will be reerage only or major medical covrage only and \$4 a mouth for the combined coverage. Premiums will be reduced \$4 a month for basic only or major medical only and \$8 a month for the combined by it, but does not pay benefits coverage.

In announcing the reduction, the Commission emphasized while enrollment under the basic coverage of the Uniform Plan Is still open to annuitants, enrollment

Buy U.S. Savings Bonds.

(Consenued on Page 12)



# would you rather gripe than switch?

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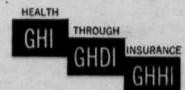
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# is not. The Retired Federal Employees

Health Benefits program covers Federal employees who retired before July 1960, and the survivors if those who retired or died before that date. Because many of the annuitants enrolled in the Uniform Plan are also enrolled in Mediduced \$2 a month for basic cov- care under Social Security, coordination of the benefits of the two plans has resulted in a savings to the Uniform Plan. Under self-and-family enrollments this method the Uniform Plan supplements Medicare and pays hose expenses which are covered for those expenses which are covered by Medicare. The Commisthat sion and the Aetna Life and Casualty Company, which underwrites the Uniform Plan, agree that full savings should be passed on to the enrolled annuitants by reduc-

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**TUESDAY, JULY 18, 1967** 



# Release The Tests!

THE question of unreleased examinations for New York ▲ City civil service positions has progressed from a bad situation to an untenable one for candidates.

He can forcast many, many court cases against the City's policy. The City maintains that it is costly to prepare new examinations each time a test is ordered. It is much simpler and less costly to maintain a system of secrecy in the release of examinations, according to the Civil Service Commission.

However, what about the costs of litigation? Despite the consistent rulings by the courts that overrule the City's tentative, proposed or rating keys, the Civil Service Commission is willing to take a chance on a lawsuit.

However, this practice, in addition to being costly on New York City taxpayers and on the candidates themselves, is apt to cause delays in the promulgation of test lists through court imposed injunctions. This would force the City to continue in service those provisionals serving until the publication of an eligible list. Does the City really want this?

According to the annual report of the Civil Service Commission which boasts of the system to develop better tests, ". . . The new policy makes possible a meaningful test development and research program to assemble a bank of test items of uniform difficulty which are reliable and can predict ability to perform on the job. Questions which prove ambiguous or of doubtful validity can be restructured or discarded. Under the old policy of making test questions public and therefore rendering them non-usable in future tests, test item studies to a large extent were academic . . ."

Secrecy in these examinations, the department claims, is necessary to prevent anyone from using the old questions as a basis for studying for another test. There are two invalid premises here. One, if the security is so strong, why were there at least five sets of "unofficial key answers" floating around the City following the last examination for promotion to Fire lieutenant and a like number for the promotion test for Police lieutenant? Did someone sneak out a test paper?

The second invalid premise is that the answers for these questions will be the same. Like history, thinking about personnel administration, methods, theory, etc., change over the years so the answer to a certain question in 1967 may differ from the answer in 1971.

The solution is the for the City Civil Service Commission to return to the old system of releasing questions, key answers and study material so that candidates can intelligently study for an examination and protest intelligently when they feel their answer to a certain question is equally or even more correct that of the City.

# What's Doing

happening" has helped young chil- twenty-five groups a note of galety to the occasion. of the Department of Parks.

Circus atmosphere in a "health, In a swirl of flags and batons, from the dren from the Lower West Side five boroughs and Long Island to "volunteer" for their measle completed in the Annual Junior shots. A two-week anti-measles Fife, Drum and Bugle Corps Comcampaign, was held recently, petition which will be held at is sponsoring a resolution to have While the youngsters were being Jacob Rils Park in Neponsit, the Government proclaim an animmunized, circus clowns enter- The project was recently spon- rual "Civil Servant Week" to extained as other performers added sored by the Recreation Division

# LETTERS TO THE EDITOR Nights Shifts Do

Deserve Pay Hike

Editor, The Leader:

In reference to the letter published in The Leader about the 12-8 shift not deserving a raise in pay, it is quite evident that the writer of the letter has never worked on receiving wards, where people are sick physically as well as mentally.

That attendant has never had to stay by a patient's bed and fight for his life, helping him to breathe by artificial respirationsometimes for hours.

That attendant has never had bed patients, carried bed pans, changed wet beds endlessly, taken temperatures, and blood pressures, or any of the hundreds of duties that go with the care of old people such as: showing the way to the bathroom, helping them get there, helping them get dressed in the morning, making beds, giving necessary medication, serving breakfast individually because they cannot walk to it, then returning trays to the dining room and cleaning the dining room for the next ward. In addition, duties include watching for signs of weaknesses or heart attacks and writing their letters.

Tell me what ward does not have some physically ill patients. If you have a ward that does not, then try to be thankful instead of griping.

Day attendants work hard but they have many hands to help. On nights, the attendant has only his own hands. He cannot make any mistakes because he alone is responsible for any decision he makes. The attendant must be a combination of many things: ward charge, senior attendant, attendant with a knowledge of nursing. Above all the attendant can not be lazy.

I feel very indignant about this matter, as do many others. Some lucky people have all gravy and still want to chew the fat.

As I see it, we on the night shifts need an even larger raise, provided we get the first one!

ATTENDANT Harlem Valley State Hospital

## "Stay With It," **Advises Attendant**

Editor, The Leader:

In answer to the Hyde Park attendant's inquiry as to why evening and night shifts employees are entitled to a differential her that the 4 to 12 and 12 to 8 a.m. duties are many and require the utmost in responsibility.

If she remains in State service long enough, she will one day be fitted with the exacting and important duties that must be carried out in eight hours duty on all shifts.

Her limited knowledge to date on this subject will be clear to her when that one day comes. My advice to her: stay with it!

ATTENDANT (4 to 12) Buffalo, N.Y.

## Civil Servant Week

U.S. Rep. Pepper (Dem. Florida) tress the nation's gratitude to its Jublic employees.

# 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.")

# An Awesome Power

A COMMISSIONER'S awesome power to discharge a tenured civil servant is comparable to a judge's power which was described in an article by the late Judge John J. Parker (20 Tennessee Law Review 703). Justice Louis B. Heller in a recent case quoted from Judge Parker's article as follows:

The power he exercises is so great-he can so easily make or break the ordinary man-the poor and the weak are so helpless in his hands—that no one but a kindly man should be entrusted with it. An understanding heart was the gift of God asked by the ancient king; and it is the gift above all others that the judge should pray for. The bench is no place for a cruel and callous man, whatever other qualities or abilities he may possess.

JUDGE HELLER demonstrated his own compassionate disposition when he nullified the discharge of a park foreman who had bene found guilty of accepting a gratuity for trimming a tree that grew in Brooklyn. In lieu of dismissal, the learned Jurist imposed a punishment of six months' suspension without pay.

OTHER THAN dismissal, the only penalties from among which an administrative officer may choose are a reprimand, a fine of one month's pay, two months' suspension without pay, or demotion. These penalties are fixed by the Civil Service which establishes the extent of the administrative head's jurisdiction in this regard.

THE COURT'S jurisdiction to impose a penalty other than prescribed by the Civil Service Law is derived from Article 78 of the Civil Practice Law and Rules. This statute provides for full judicial review of the measure or mode of penalty imposed.

IN HIS compassionate approach to the park foreman's petition (Morrongello v. Heckscher, New York Law Journal, July 5, 1967, page 11), Judge Heller cited Gilbert and Sullivan's "The Mikado," Act II, where the following familiar

My object all sublime, I shall achieve in time, to let the punishment fit the crime.

JUDGE HELLER commended to administrative heads Shakespeare's observation:

Oh, it is excellent To have a giant's strength; But it is tyrannous To use it like a giant.

(Measure for Measure, Act II, Scene 2).

JUDGE HELLER read the entire record of the disciplinary hearing as well as the record of a preliminary hearing before Commissioner of Investigations Arnold Guy Fraiman and of the Criminal Court trial at which the petitioner was acquited. The record of the disciplinary hearing satisfied the Jurist that the hearing officer's determination of guilt was supported by substantial evidence. However, he noted that on the issue of the degree of punishment imposed there was salary increase, I must inform a "substantial lack of compassion." Unfortunately, no consideration was given to the petitioner's otherwise unblemished record during his twenty-eight years with the Department of Parks. His competency is evident from the following testimony by his immediate supervisor in answer to questions by the hearing officer:

Q. You have had an opportunity to observe Mr. Morrongello as an employee of the Department?

A. Yes.

Q. What would your estimate of his quality of service be?

A. As a Climber and Pruner, excellent; as a supervisor, very, very good. I have-if I could elaborate on that-I have given to him new men who came into the Department, men who weren't capable climbers \*\* and I observed him go up into the tree with a new man who has frozen to the trunk of the tree and show him, by example, how to get around, how to adjust his rope, how to get out on a limb, to prune, and various things like that. I have also given him men that I consider tough to handle, tough to

(Continued on Page 7)

## U.S. Government Seeking Nurses

Applications to fill immediate vacancies for nurses will continue to be accepted by the Interagency Board of U.S. Civil Service Examiners, Greater New York City area. Positions will be filled throughout the states of New York and New Jersey. In New York vacancies are at such installations as Stewart Air Force aBse, the U.S. Military Academy at West Point, the U.S. Naval Hospital at St. Albans and the U.S. Public Health Service Hopsital in Staten Island; and at Fort Dix. in New Jersey.

Starting salaries range from \$4,-776 to \$7,303 depending on experience and education of the applicant and the location of the position. The minimum qualifications for a position require completion of two year course at an approved school of nursing.

Aplication forms and copies of the announcement NY-01-6 which outline the duties and requirements may be obtained from the Interagency Board of U.S. Civil Service Examiners, 220 East 42nd Street, New York City. They are also available at the installations mentioned above and at main post offices in New York and New

# **Dental Laboratory Technicians Sought**

Applications for dental laboratory technicians, GS-6, 7 and 8 nt \$5,867, \$6,451 and \$7,068 a year will be accepted until July 26. These positions exist at the Veterans Administration Hospital, Bronx, N.Y., headquarters Fort Ramilton, and the U.S. Military Academy, West Point, N.Y.

Applicants for the GS-6 positions must have four years experience, for GS-7, five years of experience, and for GS-8, six years of experience.

Further details regarding experience are contained in the examination announcement No. NY-7-39 which is available at the agencies named above and at the Inter-agency Board of U.S. Civil Service Examiners for the Greater New York City area, 220 East 42 St., New York, N.Y. 10017.

#### Civil Service Law & You (Continued from Page 6)

supervise, and he has always done a very capable job.

JUDGE HELLER'S kindly treatment of the petitioner and the weight given by him to the petitioner's past good record are in the humane tradition of our Court of Appeals as most recentillustrated by that Court's highly publicized recent determination annulling the discharge by Superintendent of Police of Trooper John H. Donohue,

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U.S. SAVINGS

# **VA Hospitals Need Hospital Attendants**

There are no training or experi-

cessful performance in these positions.

The announcement No. NY-7-12 ence requirements and no written may be obtained at the above Dental Hygienists test is required but applicants will hospitals, the Interagency Board be given an oral interview to de- or U.S. Civil Service Examiners Sought in D.C. termine whether they possess per- for the Greater New York City Dental hygienists are needed in ton, D.C.

sonal qualities essential to suc- Area, 220 East 42nd Street, N.Y. the metropolitan Washington area, 10017 or the Main Post Office in primarily at military posts and Brooklyn or Jamaica.

hospitals. Starting pay ranges from \$4,776 to \$5,331 per year, depending upon experience. Applition, contact the Interagency Board of Civil Service Examiners, 1900 E Street, N.W., Washing-



# Do you earn too much to afford one?

For many people the Volkswagen would be an Ideal car. Except for one thing.

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They're afraid nobody will know they have any money, if it doesn't show in their car. In other words, they buy their car for other people. Not themselves.

Then there are those who earn enough to buy a much better car than the VW. But they don't. Because they can't find one.

For them the best car is one that simply gets them there. Comfortably and economically. One they don't have to worry about. That doesn't make many stops for gas. And rarely needs repairs.

A car where the rare repairs don't cost very much. A car where the car doesn't even cost very

They feel they can afford to save money with a

Now next time you see somebody driving a VW don't feel sorry for him.

Who knows? Someday the bank might be using his money to give you a new car loan.

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# Coast Guard Offers Temp. Typing Jobs

The Coast Guard Supply Cen-Civilian Personnel Branch of the Supply Center at 30th St. and 3rd Federal agency where they wish Ave., Brooklyn, N.Y., or may call to seek employment for an inter-St 8-5000, ext. 204 and ask for view. M1 Dloss. An interview will be scheduled at their convenience.

The positions are for: typist (temporary), GS-322-2-starting at \$3,295 per annum, and typist et \$4,269 per annum.

## Steno And Typist Jobs In Wash. D.C.

Stenographers and typists are needed by many Federal agencies ter is recruiting to fill several in the Washington, D.C. area. ested applicants may report to the to \$4,776 per year. Qualified applicants should go directly to the

> For further information, contact the Interagency Board of Civil Service Examiners, 1900 E Street, NW, Wash., D.C.

Think of the price of a false (temporary), GS-322-3-starting alarm. It could cause death to a fireman.

in Brooklyn to do general autotemporary typist positions. Inter- Starting pay ranges from \$3,609 motive repairs. Must have own tools and driver's license. The pay range is \$90 to \$125 a week. Also BODY and FENDER REPAIR-MEN with their own tools are wanted to work on automobiles at \$100 to \$125 a week, depending on experience . . . The demand for experienced and skilled workers continues as shown by the following job openings: A GLASS BLOWER with experience on in- cy in New York City. Applicants

AUTO MECHANICS are needed \$5.00 an hour; a MACHINIST ute. Salary starts at \$4,188 a year able to set up work from blue with good fringe benefits, sick prints and grind own tools at leave and vacation with pay . . . \$3.50 an hour; and a ROOFER Experienced LEGAL STENOGRAexperienced in flat roofing with both hot and cold tar at \$2.50 to \$3.50 an hour. Apply at the Brooklyn Industrial Office, 250 Schermerhorn Street.

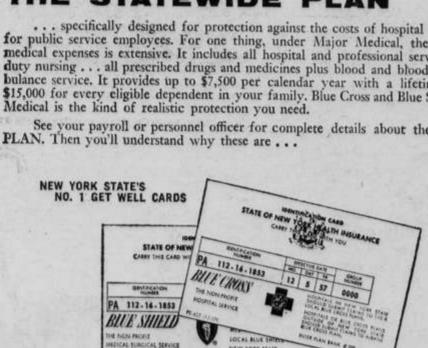
> There are many jobs for people with good office skills. For example, STENOGRAPHERS are urgently needed for a State agen-

PHERS able to take rapid dictation and use electric typewriter are needed in downtown and midtown Manhattan. The salary range is \$110 to \$135 a week . . FOR TEMPORARY WORK, LEGAL STENOGRAPHERS with three years experience can get \$26 a day . . . Also in demand are TRANSCRIBING MACHINE OP-ERATORS able to use either electric or manual typewriters at \$85 to \$95 a week, depending on experience . . . SECRETARY-STEN-OGRAPHERS with one to five years experience can earn \$90 to \$125 a week . . . Apply at the Office Personnel Placement Center. 575 Lexington Ave. at 51st St., Manhattan.

Manhattan employers report jobs for VENETIAN BLIND AS-SEMBLERS with one or two years experience assembling, slatting, cording and stringing blinds by hand. The pay range is \$65 to \$80 a week depending on experi-. . CUTTING MACHINE OPERATORS experienced in operating Seybold Lawson cutter on both printed and unprinted stock are need for jobs paying \$100 to \$150 a week . . . A WATCH-MAKER, fully experienced in repairing all types of wristwatches is wanted for a job paying \$130 a week . . . There are also openings for CAMERA and PROJEC-TOR REPAIRMEN with one or two years experience and their own tools. The pay range is \$72 to \$180 a week depending on experience required . . . Openings exist for PRECISION LENS POLISH-ERS for optics used in scientific instruments. The job pays \$3.00 an hour. Apply at the Manhattan Industrial Office, 255 West 54th Street.

There are many TELEPHONE DIRECTORY DE-LIVERYMEN over 18 years of age throughout the City to distribute phone books to private homes, apartments and office buildings. Workers will be guaranteed at least \$1.50 an hour and the average pay is \$1.70 an hour. Men using their own cars will be paid on a straight piece work basis. Applicants must be able to speak, read and write English; lift and carry 50 pounds; and be able to climb stairs. Also they must have no history of heart disease, hypertension or hernia. Those interested should apply at the following Industrial Offices:

In Manhattan, at 255 West 54th Street; in Brooklyn, at 250 Schermerhorn Street; an Queens at 42-15 Crescent Street, L.I. City.





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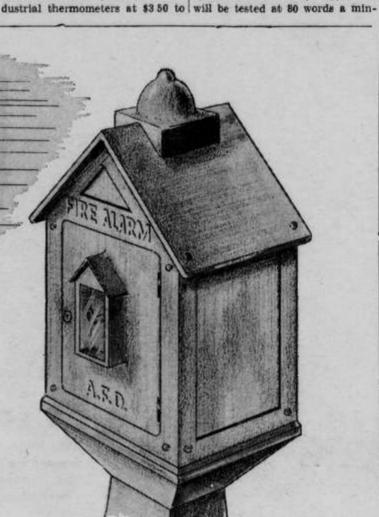
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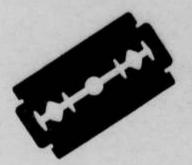
specifically designed to protect when fire strikes. That familiar red box near your home brings the fire fighters quickly once you turn in the alarm. Be sure you know the location of the fire alarm box nearest your home.

# THE STATEWIDE PLAN

specifically designed for protection against the costs of hospital and medical care for public service employees. For one thing, under Major Medical, the list of covered medical expenses is extensive. It includes all hospital and professional services . . . private duty nursing . . . all prescribed drugs and medicines plus blood and blood plasma and ambulance service. It provides up to \$7,500 per calendar year with a lifetime maximum of \$15,000 for every eligible dependent in your family. Blue Cross and Blue Shield plus Major

See your payroll or personnel officer for complete details about the STATEWIDE

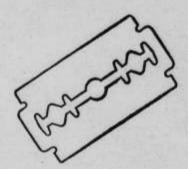
# End of the Blues:



# Blue two timer

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They seem cheaper, but actually cost more per shave.



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# **News Of The Schools**

# **Exams Set To Fill Vacancies** In Critical Areas Of System

A substantial shortage of teachers exists in some branches of study while other branches have a surplus a survey of the personnel needs of the Board of Education reveals.

Areas which have the greatest shortage of personnel and where appointments for licensed teachers is virtually certain include the Common Branch Subjects in early childhood education in the elementary schools. In Junior High Schools there is a shortage of teachers of mathematics, science, English, industrial arts, home economics, health education (women). At the High School level there is a particular shortage of teachers of mathematics and the sciences. Among the special services the greatest need is for teachers of Children With Retarded Mental Development, Examinations for all of these tests are scheduled in the fall.

A complete listing of examinations to be given in the fall is pre-

Preliminary notice of requirements is available from the Board of Education, 110 Livingston Street, Brooklyn, New York 11201. The bulletin recites the conditions for issuing a regular license and describes the interview of teaching tests and other procedures.

The complete fall schedule which now includes 52 examinations is

match below.	Applie	at and
		200000000000000000000000000000000000000
	Open	Close
Day High Schools		
Accounting and Business Practice, Chairman	11- 1-67	4- 8-63
Industrial Arts	6- 9-67	9-20-67
Laboratory Assistant (Bio. & Gen. Science)	6- 8-67	9-20-67
Laboratory Assistant (Phy. Sci. & Gen. Sci.)	6- 8-67	9-20-67
Related Technical Subjects (Mechanical, Stru		
tural and Electrical) Chairman	11- 1-67	4- 8-68
Related Technical Subjects (Bio and Chem.)		
Chairman	11- 1-67	4-8-68
Social Studies, Chairman	1- 2-68	3-25-58
Speech, Chairman	9-21-67	1-25-68
Speech	6-13-67	10- 9-67
Stenography and Typewriting, Chairman	11- 1-67	4- 8-68
Junior High Schools		

Junior Migh Schools		
	Applies	ations
	Open	Close
Assistant to Principal English Fine Arts French General Science Health Education Home Economics (women) Industrial Arts Laboratory Assistant Mathematics Music Orchestral Music	6-28-68 6-28-67 6- 9-67 6-27-67 6- 7-67 6- 9-67 6- 8-67 6- 9-67 6-21-67	11-15-67 10-23-67 10-23-67 10-9-67 9-20-67 9-1-67 9-20-67 9-20-67 9-20-67 10-9-67 10-9-67
Social Studies	6-12-67	10-30-67
Spanish	6-28-67	10- 9-67
Elementary Schools		

	Open	Close
Common Branches	9- 1-67	10-16-67
Early Childhood	9- 1-67	10-16-67
Library	6-13-67	10- 9-67
Special Services		
	Applies	tions
	Open	Close
Classes for Children with Retarded		-12
Mental Development	6- 5-67	9-20-67
Deaf and Hard of Hearing	6- 5-67	9-20-67
Guidance Counselor in Elementary Schools		9-15-67
Guidance Counselor in Junior High Schools		9-15-67
Guidance Counselor in High Schools	6-19-67	9-15-67

Applications

Company of the second s	0-10-01
Guidance Counselor in High Schools 6-19-67	9-15-67
Realth Conservation Classes 6- 5-67	9-20-67
Tomebound Children 6- 5-87	9-20-67
sychologist-in-Training 6-26-67	10- 9-67
chool Psychiatrist 9-11-67	11-10-67
ichool Psychologist 6-26-67	10- 9-67
School Social Worker 6-20-67	10-23-67
Others	77777
Applic	ations
Open	Close
Director of Bureau for Children with	- Anna
Retarded Mental Development	1- 8-68
Visually Handicapped	1- 8-68
Assistant Director of Business Education 6-19-87	10- 9-67
Assistant Director of English 4- 4-67	9-18-67
Assistant Director of Social Studies 3- 1-67	9-26-67
Director of English 4- 4-67	9-29-67
Director of Educational Staff Recruitment 9-18-87	3- 4-68
Director of Social Studies 3- 1-67	9-18-67
Caboratory Technician (Secondary Schools) 6- 8-67	9-20-67
Supervisor of Art 9-25-67	2-14-68
supervisor of Music	4- 8-68
supervisor of Program Prod.—Inst. Radio 9-13-67	1-25-68
supervisor of Program Prod.—Inst. Television . 9-13-87	1-25-68
swimming (Playgrounds) 9-11-67	12- 4-67
	- N. P. C.

# Physical, Medical Standards Lowered

Modifications in physical and medical standards for teaching positions in the New York City Public schools are making it possible for many new teacher-applicants to be licensed who might have been disqualified earlier.

In the past (but no longer) applicants had been turned down automatically for the wearing of hearing aids, for diabetes, epilepsy or certain cardiac conditions. Now liberal height and weight standards, based on individual circumstances are applied.

Dr. Sidney Leibowitz, Director of the New York City school system's Medical Division, said that the changes have been under study since 1957 and are being continued at the present time by a special committee. He pointed out that such study has taken advantage of new advances in medicine and newer techniques for examinations, and the Medical Division has had the opportunity to apply them to applicants for teaching licenses.

# **Donovan Testifies On Bi-Lingual Problems**

WASHINGTON - Pending measures designed to strengthen bi-lingual education programs in elementary and secondary schools in New York City were described last week by Dr. Bernard E. Donovan, Superintendent of Schools, before the House General Subcommittee on Education of the House Committee on Education and Labor.

Highlights of Superintendent Donovan's testimony follow:

"The City of New York has the largest language instruction problem in the nation. We are truly a melting pot.

"Our city's public schools have conducted a vast program of apecial services for these children, including coordinators of special programs, vestibule classes, Spanish-speaking auxiliary teachers, after-school study center's work on Puerto Rican history and cultural contributions, and others. Despite these efforts, our program does not fully meet our desires.

"We are dedicated to the bilingual approach to this educational program. Although we stress the importance of full command of the English language, we also believe in the maintenance and strengthening of the child's language skills in the native tongue of the pupil or his parents. Bi-lingual programs can provide superior educational benefits.

"Not only have we pursued an active program of our own, one of the first in the nation, but we have also studied other programs across the country in an effort counselors. It also requires special to improve our own program.

"We do not work alone in the public schools. We have strong ties and active exchange programs with Puerto Rico. We also have continuing liaison with the Puerto Rican community through a number of professional and civic groups."

(New York City has 226,000 children of Puerto Rican origin.)

"We believe that the educational services to our Puerto Rican pupils must be improved. There must be affirmative efforts to create a favorable self-image in these pupils and they must be encouraged to raise their academic horizons. This requires additional

# TEACHER ELIGIBLE LISTS

TEACHER OF HEALTH EDUCATION IN VACATION PLAYGROUNDS

Arelen R. Cchneider, 8700; Ruth C. Gustalson, 8820; Joan R. Levine, 8560; Rachelle Clare, 8420; Ardon H. Kessler, 8310; Leslie A. Bass, 8310; Barbura E. Zeitlin, 8200; Ruthellyn Ball, 8100; Victoria J. Beech, 8170; Joan Carnevale,

toria J. Beech, \$170; Joan Carnevale, \$150.

Susan M. Arnone, \$140; Roberta E. Blackman, \$140; Edith P. Bresloff, \$120; Bonnie M. Taub, \$120; Susan T. Smith, \$120; Susan T. Smith, \$120; Ruthann B. Gruschow, \$090; Sybil E. Duchio, \$090; Bette H. Sterling, \$090; Judith A. Kalsmith, \$090; Loreita P. Gleeson, \$050.

Altoe Gersbman, \$040; Jo A. Smith, \$040; Carol A. Elselen, \$040; Nancy E. Shapiro, \$030; Elaine Silber, \$000; Paulette H. Weiss, \$000; Sandra G. Epstein, 7980; Linda M. Sancton, 7980; Julie K. Dubow, 7960; Laura A. Weitz, 7950.

Marsha Wolf, 7950; Carol A. Rubin, 7960; Judith B. Kraus, 7920; Justine L. Greenwald, 7910; Bonnie D. Robbins, 7900; Wendy H. Cohen, 7880; Norma P. Laks, 7870; Joan S. Zimmerman, 7840; Marian Goldberger, 7830; Maria L. Rodriguez, 7810.

Frances M. Falcone, 7780; Lynda J. Sebold, 7780; Harriet J. Dietz, 7780; Peggy Wollitzer, 7770; Edna G. Newman, 7770; Marjorie A. Jacobs, 7750; Helena Sturm, 7730; Joyce R. Cohen, 7720; Sharon G. Burke, 7720; Wilma Roppel, 7710.

#### 7710-7410

Jeanne M. Politoski, 7710: Shari A. Kleinman, 7700: Helene J. Chwatt, 7700: Jolinda G. Bove, 7700: Lesite Greenfield, 7690: Kathleen M. Lynch, 7890: Wenry E. Raker, 7890: Carol A. Russello, 7690: Susan Orbach, 7670: Phyllis R. Siegel, 7670.

Valerie A. Grassini, 7670; Ano N. Shapiro, 7660; Thelma H. Klein, 7650; Joan M. Landerson, 7640; Judith Kass. 7840; Susan L. Ehrlich, 7640; Rina E. Miskind, 7630; Sherry F. Kaufman, 7610; Mary A. Dwyer, 7600; Ronnie Clare, 7600.

Mary A. Dwyer, 7800; Ronnie Clare, 7500.

Susan M. Anderson, 7590; Temily B. Weiner, 7580; Linda Ladner, 7580; Liliane Mager, 7580; Adriame L. Greenbeer, 7550; Adriame L. Greenbeer, 7550; Betty Golib, 7550; Barbara A. Ginsberr, 7540.

Gail S. Schiffman, 7540; Kathryn L. Alexander, 7540; Naomi A. Schechter, 7530; Janet M. Horowitz, 7510; Marsha H. Levinson, 7590; Trudy E. Shiffman, 7490; Susan D. Appleman, 7480; Linda B. Weise, 7470; Gall K. Tobman, 7470; Marsaret F. Bollmann, 7470.

Rina Harris, 7470; Ann E. Ambolsky, 7460; Ellen S. Hymowitz, 7460; Ellen S. Hymowitz, 7460; Eleanor Slutskin, 7460; Judith L. Miodlin, 7450; Barbara J. Mordeal, 7450; Ann P. Einsidler, 7450; M. Marguerite Crowley, 7450; Roha Saks, 7440; Antonia C. Brancia, 7440.

Rochelle Landis, 7440; Judith S. Greenber, 7440; Carrel J. Liptownik, 7440.

7440.
Rochelle Landis, 7440: Judith S. Greenberg, 7440: Carol J. Lukomnik, 7440: Ellen H. Hirachklau, 7440: Kathleen A. Rhatigan, 7450: Beverly Blitz, 7430: Tath P. Rich, 7410: Linda A. Catelli, 7410: Helen B. Bisly, 7410.

Bialy, 7410.

7410-7210

Ellen R. Buterman, 7410: Patricia E.
Marshall, 7410: Christine Ingram. 7400:
Lynn S. Fallick, 7400: Barbara P. Printe,
7400: Eleanor H. Freiser, 7390: Barbara
M. Schwab, 7380: Sylvia Rossau, 7380:
Sharon C. Weiss, 7380: Joan Aries,
7380.

7380.

Ellen Katz. 7380; Elaine Budnick, 7270; Joan W. Gottesman, 7370; Ellen S. Farbstein, 7370; Gloria L. Schwartz. 7300; Willette M. Seigal, 7350; Gari W. Hill, 7340; Carol Levine, 7340; Donna S. Geffner, 7330; Lynn C. Stockman, 7330.

Am L. Jacobs, 7330; Betty Levner, 7330; Gail H. Schweber, 7320; Carole Green, 7320; Arlens J. Friedman, 7310; Frances R. Mamolen, 7310; Evelyn B. Leven, 7300; Jan A. Cholaky, 7300; Barbara A. Fritz, 7290.

Judi S. Kelner, 7290; Jane L. Pearl,

Fritz, 7290.

Judi S. Kelner, 7290; Jane L. Pearl, 7290; Marilyn J. Borack, 7280; Joan E. Brenner, 7280; Barbara H. Wasserman, 7280; Amy J. Lazarus, 7270; Arien Y. Klinger, 7270; Judith L. Eisenberz, 7270; Elaine J. Topper, 7280; Jane B. Seltzmann, 7260.

Carole L. Rossomando, 7250; Noreen E. Davis, 7260; Jean C. Glaniz, 7260; Alice J. Czubakowski, 7250; Shelli E. Merl. 7250; Maryaret R. Ragio, 7240; Shellia E. Anderson, 7240; Dianne B. Stillman, 7240; Judi E. Benson, 7230; Sarajane Halbern, 7230; Bella Rabinko, 7230; Elicen E. Fallon, 7220; Laraine Navas, 7220; Susan E. Leiner, 7210; Hana R. Rolnitzky, 7210; Barbara A. Jacobs, 7210; Cynthia M. Goldstein, 7210; Ruth B. Portnoy, 7210; Ruth F. Wolowitz, 7210,

programs for the parents of these pupils in order to provide the home support so necessary for a successful program."

"Our Board of Education is so concerned about this special program that last night, July 6, it voted unanimously for a budget modification to provide \$300,000 for strengthening educational services for pupils of Puerto Rican origin. This was not additional money received in our new budget. It was a shift of funds from an already inadequate budget. This meant reducing other services by that amount of money. The willingness to do this is indicative of the high priority which 12- 4-67 bi-lingual teachers and guidance our Board gives to this program."

Harriet N. Goldstein. 7210; Annette Dichiara, 7210; Terry T. Grozinsky, 7200; Kathleen McGuinness. 7200; Madeleine A. Krasnoff, 7200; Donna C. Frankin, 7200; Marilyo K. Boltax, 7200; Pesgy A. Heinkele, 7200; Kathleen M. O'Sullivan, 7190; Eleanor Gokdstein, 7180.

Helen Cooper, 7180; Diane M. Manta, 7180; Stephanic Gordon, 7180; Susan E. E. Dovzak, 7170; Miriam Belmar, 7170; Kathleen M. O'Leary, 7170; Joyce S. Wexler, 7170; Harriet J. Horowitz, 7170; Hidde L. Kottick, 7170; Ann R. Papa, 7170.

Wexler, 7170; Harriet J, Horowitz, 7170; Hildle L, Kottick, 7170; Ann R, Papa, 7170.

Marion B, Resnick, 7160; Rita M, Spruag, 7160; Jane P, Cozzi, 7160; Linda A, Foerderer, 7160; Elicen D, Kamensky, 7160; Riesa E, Alex, 7150; Mary A, Alleva, 7150; Loie Goldstein, 7150; Harriet I, Stern, 7140; Nola A, Bacci, 7140, Julia R, Reichrath, 7140; Rachel C, Friedman, 7140; Adrienne S, Eisner, 7130; Elizabeth T, Fink, 7130; Audrey J, Brooks, 7130; Helen Schleimer, 7120; Carol A, Engelsberz, 7120; Diane C, Schlansky, 7120; Diane E, Radoslovich, 7120; Maxine R, Finkelstein, 7110.

Valerie J, Cavallaro, 7110; Dale E, Spieler, 7100; Mariorie A, Russack, 7100; Vera J, Siskind, 7100; Norma L, Grenebaum, 7100; Maxine N, Laser, 7090; Bonnie Tursky, 7090; Daleann Capra, 7090; Gall H, Levenson, 7090; Kathleen A, Hefferman, 7080.

Marszaret M, Sullivan, 7080; Barbara R, Markowitz, 7080; Irama Parnes, 7080; Judith F, Stern, 7080; Ann K, Derrick, 7080; Marjory J, Sherman, 7080; Seena E, Herniter, 7080; Susan D, Agen, 7080; Fredda L, Gutterman, 7070; Elissa J, Kempler, 7070; Janet K, Scheer, 7070; Elleen T, Boyle, 7070; Janet A, Bricker, 7070; Irina Gallasher, 7070; Audrey N, Morris, 7050;

Kempler, 7070.

Janet K. Scheer, 7070; Eileen T. Boyle, 7070; Janet A. Bricker, 7070; Irma Gallarher, 7070; Audrey N. Morris, 7050; Susan M. O'Mara, 7050; Lyune C. Memoly, 7050; Lucy M. Trask, 7050; Sara A. Tobias, 7055; Sarah F. Gerchick, 7040; Susan L. Sail, 7040; Mariana Lopez, 7040; Marsha I. Hochberg, 7030; Arlens J. McGillick, 7030; Theresa R. Surdow, 7030; Meryš H. Pollack, 7020; Diana M. Balbert, 7020; Ealine M. Svenningsen, 7020; Helaine J. Ringshel, 7020; Roberta A. Gradman, 7020.

Anne Finkler, 7020; Carol D. Walsky, 7010; Linda A. Derogratis, 7010; Ann S. Bushman, 7010; Joan M. Roderick, 7010; Sandra A. Olanein, 7010; Judith A. Danneman, 700; Susan T. Tendler, 7000, Jane Allen, 7000; Ellen S. Kavier, 700, 7000-6790

#### 7000-6790

Danneman, 700: Susan T. Tendler. 7000;
Jane Allen. 7000; Ellen S. Kavier. 700.

7000-6790

Susan R. Schneider. 7000; Lorraina Me-nist, 6900; Bryn L. Wolinitz, 6990; Harriet J. Turenshine. 6990; Louise R. Dantes, 6990; Barbara M. Itzkowitz, 6990; Andrea R. Wasserman, 6990; Susan D. Kaplan, 6980; Sharyn M. Silverman, 6980; Sherryl B. Drasin, 6980.

Lorraine A. Wine, 6980; Sandra P. Tepper, 6980; Jeanne M. Sickerman, 6980; Irene M. Derrick, 6980; Debra R. Elentuck, 6980; Rita A. Marshall, 69790; Dorothy L. Kleopfer. 6970; Tomasina P. Manente, 6970; Susan R. Ritterman, 6970; Stephanie S. Hessiee, 6960.

Carol M. Shapiro, 6960; Hannah B. Groginsky, 6950; Mary A. Sforza, 6940; Harriet L. Wilner, 6940; Gayle S. Grimmer, 6940; Jane Ruiloff, 6940; Karya P. Brown, 6940; Barbara A. Friedland, 6940; Sharyn A. Amira, 6930; Marilya R. Katz, 6920.

Terry S. Pinter, 6910; Barbara R. Inselman, 6910; Debra L. Chanin, 6910; Beverly S. Bohack, 6910; Judith Z. Berensweig, 6910; Marilyn S. Fox, 6900; Lesley J. Erital, 6900; Andrea M. Litzky, 6900; Prancine Birnbaum, 6900; Barbara L. Schoffeld, 6900.

Helena F. Nozick, 6900; Ann J. Waldman, 6900; Sharon R. Glazer, 6900; Nancy E. Cassidy, Jr., 6900; Jean M. Hildebrandt, 6890; Andrea L. Scher, 6890; Laura E. Kaminski, 6890; Harriet Englander, 6890; Arlene R. Meltzer, 6890; Linda M. Alles, 6880; Marcia B. Goldstein, 6880; Arlene R. Meltzer, 6880; Jayne Schneider, 6880.

Hona Maeman, 6810; Schur, 6850; Roberta L. Schwart, 6860; Linda E. Garven, 6870; Trudy Eisler, 6860; Toby P. Levinson, 6860.

Miriam R. Tanke, 6860; Andrey Muchnick, 6840; Barbara A. Tunck, 6840; Pauline Katz, 6840; Alice A. Bilgrei, 6830; Maxine N. Miller, 6830; Karen N. Goldfarb, 6830; Harian & Facker, 6800; Carol P. Pauline Katz, 6840; Alice A. Bilgrei, 6840; Judith Neuman, 6800; Karen N. Goldfarb, 6830; Marine B. Popkin, 6890; Stella A. Plusianos, 6810; Marine M. Nahoun, 6810; Judith Neuman, 6800; Karen S. Biank, 6810; Judith Neuman, 6800; Loraine S. Balink, 6890; Judith Neuman, 6800; Loraine S. Baliker armo, Judith

Sheila M. Goldstein, 6790; Lorraine S. Palker, 6790; Debstrah E. Bertinthal, 6790; Sharon T. Lawier, 6790; Suzanna M. Weinstein, 6780; Neddy D. Dricks, 6780; Marilyn H. Cohen, 6780; Drueilla J. Phillips, 6770; Gail Friedman, 6770; Joan A. Levinson, 6770.

Cheryl B. Rothenberg, 6770; Helen A. Werner, 6770; Suaan N. Kusinitz, 6770; Rence A. Gechler, 6760; Veda C. Jamison, 6760; Barbara T. Miclino, 6760; Joan A. Kelly, 6780; Sheryl N. Gordon, 6780; Nancy T. Mulholland, 6760; Arlens H. Berkowitz, 6750.

Beatrics Farrell, 6750; Carolyn J. Boro, 6750; Gail Grundman, 6750; Rath Genen, 6740; Barbara C. Goldstein, 6740; Cathleen McGinn, 6740; Yvonne Isler, 6740; Christine M. Cirillo, 6740; Maureen L. Romano, 6730; Margaret M. Gavin, 6730; Frances M. Brunetto, 6730; Hene R. Isseks, 6720; Gladys F. Schweitzer, 6720; Kattleen R. Schweitzer, 6720; Kattleen M. Lynch, 6710; Linda Gollubier, 6710; Annette F. Hall, 6710; Paniela G. Fitzsimmans, 6710.

Marilyn Rubin, 6710; Kathryn A. Sher-(Continued on Page 11)

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## Teachers Eligible Lists

(Continued from Page 10)

(Continued from Page 10)
wood, 6710; Ronnie E. Rainer, 6700;
Marilyn A. Sterling, 6700; Frances M.
Norris, 6700; Carol B. Hart, 6700; Phyllis
E. Fruchter, 6700; Francine H. Lander,
6690; Maryann B. Carbonaro, 6690; Sandra J. Bonner, 6690.
Margaret M. Heaney, 6690; Marilyn R.
Goodwin, 6690; Mary V. Sussillo, 6690;
Ellen M. Poje, 6690; Karen A. Newman,
6680; Buth Wolfson, 6680; Edith H.
Stark, 6680; Christine F. O'Blrien, 6680;
Patricia A. McInerney, 6680; Joan L.
Kriegman, 6680,
Susan M. Simcik, 6670; Dana Rainer,
6660; Margaret E. Leavitt, 6660; Marsha F. Goldberg, 6660; Ruth Hudos,
6650; Maryl I. Forman, 6650; Janet B.
Base, 6650; Frances Gottfried, 6650; Rita
A. Sarabura, 6650; Barbara A. Sisk,
6660.

0660.
June E. Barton, 6640; Mary A. Kenney, 6640; Rhea Shaw, 6640; Elleen M. Cohen, 6630; Kathleen M. Burke, 6630; Diane I. Goldstein, 6630; Chrisstine E. Jones, 6630; Ilene Temehin, 6630; Anita S. Harbis, 6630; Lois C. Halmowitz, 6630.
6630; Lois C. Halmowitz, 6630.
6630; Los C. Halmowitz, 6630.
6630; Lorraine M. Daoust, 6620; Carolee Mars, 6620; Lynn G. Lachter, 6610; Barbara R. Horowitz, 6610; Jane E. Klass, 6610; Nancy D. Koval, 6610; Joan F. Edsant, 6600; Elleen M. O'Shen, 6600; Sandra Krohmal, 6590.

6590.

Ellen M. Rosenbaum, 6590; Lorraine A. Scheideler, 6590; Sarn J. Ain, 6590; Harriet S. Siedman, 6580; Sylvia Y. Smith, 6580; Elleen L. McNicholl, 6580; Patrieia L. Kalish, 6580; Lois A. Wilner, 6550; Rhona L. Alman, 6550; Arlens D. Zirkin, 6540; Barbara A. Bachorik, 6540; Muriel J. Engel, 6540; Barbara A. Buckheit, 6530; Roberta M. Jassin, 6530; Sheila P. Oberstein, 6530; Barbara P. Goodman, 6530; Jane D. Pritz, 6520; Nori Neinstein, 6520; April B. Rierman, 6520.

Mein, 6530: Barbara Kosser, 6530: Barbara P. Goodman, 6530: Jane D. Pritz, 6520: Nori Neinstein, 6520: April B. Kierman, 6520. He'en Szechtman, 6520: Karen R. Korsun, 6520: Roberta R. Hill, 6520: Sally A. Bubitz, 6510: Hedy L. Pacobs, 6510: Laura B. Stockman, 6510: Virginia A. Cooney, 6500: Priscilla Pierrinia A. Cooney, 6500: Priscilla Pierrinia A. Good, Michele Matalon, 6500: Arlene Messinger, 6500: Rita J. Shapire, 6500: Michele Matalon, 6500: Arlene Messinger, 6500: Rita J. Shapire, 6500: Joan S. Weingarten, 6490: Vivian Lazeroff, 6490: Patricia A. Sullivan, 6490: Janet M. Loschiavo, 6400: Elizabeth A. O'Counell, 6490: Barbara E. Cohen, 6480; Andrea P. Kurtz, 6480: Ronnie G. Zalkind, 6480: Sara L. Lederman, 6480: Andrea P. Kurtz, 6480: Ronnie G. Zalkind, 6480: Sara L. Lederman, 6480: Andrea P. Kurtz, 6480: Barbara Simon, 6470: Joan Kalmanowitz, 6470: Roberta S. Bernstein, 6470: Priscilla Shalman, 6470. Phyllis M. Kleoper, 6460: Deanne Mayefsky, 6460: Mary A. Judge, 6450: Mary A. Judge, 6450:

Man. 6470.

Phyllis M. Kleoper, 6440: Deanne Mayefsky, 6460: Mary A. Judge, 6450: Margaret L. Meyer, 6450: Harrriet L. Schwartz, 6440: Judith T. Lørner, 6440: Esta I. Liebeeman, 6440: Joanne C. Cooney, 6420: Mariha N. Cohen, 6420: Arlene Berger, 6430.

Elaino S. Fensier, 6420: Berbara P. Blake, 6420: Ellen S. Koslow, 6420: Kathleen F. O'Brien, 6420: Barbara P. Blake, 6420: Barbara J. Travers, 6420: Audrey M. Cohen, 6420: Lillian Bullock 6420: Ellen E. Melister, 6420: Markaret M. O'Snillyan, 6410.

Susan A. Morganelli, 6410: Arline D.

O'Sullivan, 6410.
Susan A. Morganelli, 6410: Arline D.
Sabe, 6410: Sandra Kronhaus, 6410: Rebert M. Jaffe, 6410: Leonora A. Garliardi,
6410: Plora D. Allezretti, 6410: Ellen R.
Rosenfeld, 6400: Barbara A. Braeco, 6400:
Clare Giufrida, 6400: Eileen M. Floor,
6400.

Marityn Wallach, 6390: Judith D. Mis-rahl, 6390: Joyce M. Marchetta, 6390: Alice L. Gross, 6390: Barbara J. Silver. 6380: Alice Guterman, 6380: Amelia E. Piesco, 6380: Ann C. Moran, 6380: Mary-beth V. Ambrose, 6380: Linda T. Oliva, 6380:

6380.

Mantovani, 6370; Toba
Weitz, 6370; Rosalie N. Marder, 6370;
Alice F; Kessler, 6370; Sandra A. Levin,
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## Two High School Sites Selected in Queens

Plans to provide more classroom space for New York City's school children have been adopted as part of a larger School Building Program. Sites for four schools, including two high schools, are in process of selection, six major modernizations were authorized at pending upon experience. a cost of \$2.2 million to increase the capacities of existing schools and two leases for temporary space in other buildings were approved.

The Board urged the acquisition of a tract of four acres in the vicinity of Avenue L and the B.M.T. subway line for a compre- Suffolk County Seeks hensive North Central Brooklyn High School.

A four-year, coeducational comprehensive West Queens High School that will eventually replace both Long Island City HS and Queens Vocational HS has two alternate sites that are valued at \$1.4 million. One is in the vicinity of 39th Street and Northern Boulevard, and another near 14th Street and 33rd Avenue.

Intermediate School 53, Queens, is expected to be built on a site bounded by Far Rockaway Boulevard (Central Avenue), Bayport Place, Dinsmore Avenue and Foam Place. An elementary school, designated PS 129, the Bronx, will be located in the vicinity of Prospect Avenue and East 180th Street.

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### Oceanographic Course Created

The nation's first high school with built-in facilities for courses in oceanography and marine science will start on an experimental basis in the soon-to-bebuilt \$10.7 million Beach Channel HS, on the edge of the water of Jamaica Bay. The course may later be extended to John Jay HS, Brooklyn.

gram is a projected Regional ice stenography examination. Oceanographic Environmental Science Center, available to all port in person to 90 Church St., City pupils, to be located either Room 544, New York City. in Brooklyn or Queens.

# U.S. Naval Lab Needs Temp. Clerk Typists

The U.S. Naval Applied Science Laboratory needs clerk typists for temporary appointments, not to exceed one year. The positions pay \$2,925 to \$4,269 per annum, de-

Interested applicants should report to the Civilian Personnel Office, Flushing and Washington Avenues, Brooklyn, N.Y., for an interview and a written test. For further information, phone Main 5-4500, ext. 491 or 489.

# **Engineering Aides**

Suffolk County is accepting applications for an examination for engineering aide until July 28. The exam will be held on Aug. 12.

For further information and applications, contact the Suffolk County Civil Service Commission, County Center, Riverhead, New

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(Continued from Page 5)

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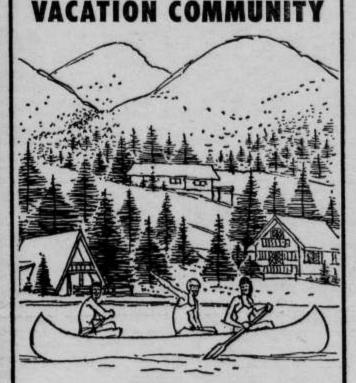
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#### BROOKLYN STATE OFFICERS -

The new officers and Board of Directors of the Brooklyn State Hospital chapter of the Civil Service Employees Assn. join the chapter's recently elected president Emil Impressa and Nathan Beckenstein, director of the State institution, at the chapter's recent installation ceremonies. Pictured above from the left are: Mildred Ambio, first vice president; Catherine Hinkson; secretary; Beckenstain; Catherine Collette, nurses representative; Impressa; Esther Slonim, clerical representative;

Andy Prainite, staff attendant representative; Kathleen Sisco, social service and reimbursement representative; Dr. Albert Gordon, professional representative, Nina Brown, recreational and occupational representative; William Jones, safety and semi-professionals representative; Mary Bussing, | State's clerical and office workers, ployees Assn., Inc., at the earliest food service representative; Paul Lepelletrir, shops representative; Ann Chandler, second vice president; and William Cunningham, delegate. Al Rush, grounds representative was not available for the



TWENTY-FIVE YEARS- The quartercentury club of Wassaic State School met recently to welcome fifteen employees who had reached the mark of 25 years of State service into their fold. Included among the new members and pictured above are: front row from the left: Katherine M.

Cooper, Sara E. LaLanne, Clay Sherman, Edward Archambault, Marion Ahearn, Mildred C. Hill, Second row, from the left: James H. Ciferri, Ludwig Haferkamp, Hazel M. Head, hospital director Dr. George F. Etting, Helen Head, Sophie Menchetti, and Allen J. Roberts.

# White Plains Unit Gets Bargaining Pact

the Civil Service Employees has since been signed. Assn. is the first in Westchesdesignating the association as ex- Benevolent Association and the public employees in securing beneclusive bargaining agent, accord- White Plains Uniformed Firemen's ing to records of Westchester Benevolent Association as exclusive County chapter.

The CSEA was recognized as exclusive bargaining agent by unanimous vote of the White Plains Common Council at its July 5

The White Plains unit of 1967-68 fiscal year. The contract

At the same time the Council bargaining agents for their respective members.

dents of the three groups as a ough, president of Motor Vehicle forward step in employee-govern- Department chapter, and Conferment relationships and an omen of ence First Vice President, has been

#### **New Committee** (Continued from Page 3)

Conference Special Committee on Labor Relations. Its functions will include consideration of chapter problems and complaints under the Fublic Relations Law, as well as ter County to sign a contract recognized the White Plains Police regislation and procedures to aid tits under such law.

At this time, Benko, said, several outstanding individuals are under consideration for chairmanship and staff of the Committee. The action was halled by presi- He revealed that Thomas McDonmeeting irrst meeting of the new continued amicable negotiations. named as Committee Consultant.

# **CSEA Letter Asks** Review Of Clerks Reallocation Appeal

ALBANY-Top priority in reviewing State clerical titles for upward reallocation has been urged by the Civil Service Employees Assn. in a sharply-worded appeal to the president of the State Civil Service Commission.

peal for the two-grade upward reallocation of 180 clerical classes, the Civil Service Commission raised certain points," CSEA president Joseph F. Feily stated, in a letter to Mrs. Ersa H. Poston, alluding to the Commission's admission at the time that "there may be possible basis for reallocation . . . (of) certain classes . . . at a later date."

the Commission directed the Di- Feily said. This, he added, "could vision of Classification and Com- result in certain classes being stupensation to continue a systematic ojed over the next five years." ctudy of State clerical titles with a view to selective upgradings the Civil Service Commission dibased on the merits of individual rect the Division of Classification titles. Feily said this action alone and Compensation to undertake an was highly significant, indicating immediate survey of all clerical "that some clerical classes should position classes and to make the be reallocated upward."

satisfaction and unrest among the known to the Civil Service Eml'elly described the present situa- possible date," Feily stated.

"In denying the reallocation ap- tion as urgent, and "from the employees' point of view, worthy of more consideration than merely the continuance of the systematic atudy of the classes of positions included in the appeal,"

"We cannot wait until the Director of Classification and Compensation gets around to looking at cierical position classes in the toutine manner that is used to systematically study all State Consequently, Felly pointed out, classes of positions periodically,"

"Therefore, we must insist that findings and recommendations Referring to the growing dis- emanating from such a survey

# Chief Says Turns Bitter In

BINGHAMTON-The director of Binghamton State Hospital has said that a letter from a union official charging hospital intimidation of personnel was apparently the result of the union's unsuccessful attempt to recruit hospital workers.

The letter was sent to Binghamton newspapers by Laurence Lovell, field representative for the New York State Employees Council 50, AFL-CIO.

"Many employees go to work each day half sick with mental anguish in fear of intimidation or some act of reprisal if they should challenge any one of the unfair practices used at times among supervisors as punishment," the writer said.

"There is no climate of fear here," said the hospital director, talk to them. Dr. Louis J. Dozoretz, in reply. "Nobody is afraid of anybody."

lived the basis of the letter was the union. Our personnel director the inability of the union to gain went around with a union reprenew members after a year of re- sentative to various departments cruiting attempts at the hospital to see employees who were inter-The Binghamton chapter of the ested."

Civil Service Employees Assn. contains an overwhelming majority of the hospital's 1,000 employees. The director said he asked

other hospital officials to cooperate with union representatives and give them the same privileges accorded CSEA "and let the employees make up their minds."

"Evidently the union didn't have any luck," he said. "In some cases employees wouldn't even

"But we wouldn't allow any supervisor to intimidate employees. Dr. Dozoretz said that he be- We hung out the red carpet for

# Retirement System

ALBANY - State Comptroller investments, the present portfolio Arthur Levitt reported last week that the overall yield on investments of the New York State Employees' Retirement System on March 31, 1967, was 4.63 per cent.

The Comptroller is administrator and sole trustee of the \$2.8-billion

"The greatly increased yield is attributable in part to the expanded scope of eligible investments authorized by the Legislature at my urging," Levitt commented.

As an example of the change in for the System in 1959.

contains only \$42 million (1.5 percent of the total) in relatively low-yield tax-exempt securities, compared to \$264 million (or 34 per cent) in 1955.

As another example, the portfolio now includes among highyield obligations \$773 million in corporate bonds, railroad equipment trust certificates and conditional sales notes, \$80 million in Canadian obligations and \$114 million in common stocks. All these were made legal investments

# Don't Repeat This!

(Continued from Page 1) Court Justice and international race against Javits and a subsediplomate—the ideal ingredients quent loss would not damage the for a perfect Senatorial candidate. prestige of this group at all. Prejudice?

But to overcome the tremendous prejudice that would rise from William vanden Heuvel do not the populace is an awful contemplation at this time. Too many people are saying Ambassador Goldberg should not run against Kennedy was close to losing the incumbent Republican Sena-

Their reasoning is that even if Mr. Goldberg should win, he would be beating someone who stands for the same principles . that Javits is a good Senator and a respected member of the community.

The analogy drawn is to the defeat of the popular Kenneth Keating by Senator Robert F. Kennedy. No one minds beating a "nobody," but a groundswell of sympathy for a defeated popular figure often causes resentment of the winner

#### Two Categories

Other than Mr. Goldberg, other potential Democratic candidates line up strangely enough into two separate categories: those who are anxious to run and those who would have to be forced to seek office.

The U.N. Ambassador is in the latter group apparently along with others sharing the burden of public responsibility like former Xerox chairman and present O.A.S. representative Sol Linowitz.

Despite the reluctance of this group shunning the Senatorial post, you can never discount the arm-twisting persuasiveness of LBJ-who will be seeking the strongest possible candidate as State in '68.

Among those actively meeting party is Morris Abrams, a master tractive person. He is a partner in spectively. one of the leading law firms, Paul, Weiss, Rifkind, Wharton and Gar-

Some persons think Otis Pike, Democratic Congressman from Suffolk who makes it a habit to win in such Republic strongholds as Southampton and similar Suffolk areas can repeat this type of performance against Senator Javits through GOP areas of the state. This thought is based on the theory that Javits can and will win the independent liberals in any event.

#### Wagner Again?

Former Mayor Wagner is spending much time at the Constitutional Convention and is always a strong possibility as a Senatorial candidate and is a good campaigner; his only political lo to Javits in a previous Senatorial

Other candidates among the active aspirants include Representative Richard Ottinger of Pleasantville, Representative Samuel Stratton of Amsterdam who continually wins in upstate Republican territory, and R. Peter

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On the other hand, Kennedy men like Theodore Sorenson and appear to be interested in running against the popular Javits. Perhaps they remember that Senator against Keating except for the tremendous groundswell in the LBJ sweep last time. Or, perhaps, the additional momentum building for the Javits popularity is a hard thing to face. The Senator's stand on aid to parochial schools added another feather to his cap among the Catholics of the State.

Perhaps attorney Louis Nizer would be willing to go in and fight strong, while standing in the background are many others, some well known in Democratic politics, others in the dark horse category.

No matter who finally is selected-among the active or inactive or disinterested groups-will the winner really be a loser? That question is still the one being pondered by Democratic politicos as they seek a candidate.

# Wassaic Honors

(Continued from Page 2) Sara E. Lalanne, Sophie Menchetti, Allen J. Roberts, Clay Sherman. All but two of the new group were in attendance.

Dr. George F. Etling, director of the school, presided as master of ceremonies, and Charles McAllister, of the Department of Mental Hygiene, was guest speaker.

The 25-year-service pins were hls running mate to win New York presented by Mrs. Katherine M. Blinn, member of the Board of Visitors of Wassaic State School, with people, seeking the Sena- to the new members of the Quarttorial nod from the Democratic er-Century Club. The invocation penediction were offered by Father at public relations and a very at- Konzer and Paul R. Ashby, re-

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# **Except Teachers**

# Nassau Chapter Wants All Co. Employees In CSEA

MINEOLA-The Nassau chapter, Civil Service Employees Assn., last week set its sights on representing all public employees except teachers in all governmental units in the country.

"We are making a grand push because these employees

# Wassaic School Chapter Picnic

The Wassaic State School Civil Service Employees Assn. chapter will hold their annual pienic on July 22 and on August 19, Wastachem Park at the State School from 4:30 to 7:30 on these two days. The committee charge of arrangements is: Richard J. Snyder, Stanley Auguin, A. J. Hayes, Dudley Hoag, Milford Peal, Leo Belanger, Clara Pusey, Roy Simpson, Marguerite Brawnar, Plorean Snyder, Raymond Sullivan, Thomas Hofmann, Kenneth Eldridge.

# **Barry Named**

ALBANY-Franklyn F. Barry of Syracuse has been named to the Advisory Board of Visitors for the State School for the Deal.

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need us as we need them," chapter president Irving Flaumenbaum asserted. "The unity of workers in such units as the towns demonstrates the benefits to be gained by all standing together in one united organization."

Flaumenbaum revealed that newly added field representatives, mailing and an increased tempo of local meetings are geared to the drive to contact unaffiliated employees in the school, fire and water districts. Almost all employees in the major units of government already belong to CSEA. The chapter has more than 14,000 members in 56 units, out of an estimated 25,000 public employees in the county.

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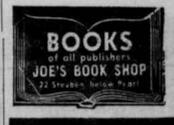
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CORTLAND OFFICERS - Officers of Cortland county Civil Service Employees Assn, chapter installed at the annual banquet held recently at the Terrace Restaurant are shown left to right, seated Mildred Mills, membership chairman; Bernadine DeMond, corresponding secretary; Carlene Hemrick, second vice president; Marguerite Tavelli, treasurer, Standing Ralph Clough, president; Henry Gillete, first vice president; and Ben Roberts, installing officer of Ithaca who is a CSEA field representative. Not shown in the picture is Clara Hebert, recording secretary,

# J. Francis Welch

# 240 Attend P.W. Dept. **Dinner For Retiree**

BINGHAMTON-J. Francis Welch, resident engineer in Broome County for the State Department of Public Works, was honored by fellow employees at a dinner-dance upon his retirement this month.

Welch had a career of 43 years with the department.

He began Sept. 13, 1924, doing construction and survey work From 1930 to 1950 he was in charge of large construction proiects in the district and for the past 17 years he has been resident engineer.

About 240 persons attended the retirement dinner. Toastmaster was Joseph G. Federick, district ciation of Highway Engineers rep-

Welch, a long-time member of the Binghamton chapter of the Civil Service Employees Assn., was presented with a gold watch.

Welch, a professional engineer and licensed surveyor, was president of the New York State Society of Professional Engineers last year and in 1950 and 1951 was director of the State's Assoresenting the Broome district.

chiatrists into the new titles of present level or move upward." psychiatrist I and II, respectively. Specifically, on this score, the petition proposed:

"1. Psychiatrist I: Seniors with permanent status with licensure should be 'grandfathered' (automatically promoted) into this position. Seniors without licensure should be given provisional items and be given the opportunity to procure their state license for a period of two years."

"2. Psychiatrist II: Supervisors with permanent status should be 'grandfathered' into Psyments for Psychiatrist II should read Board eligibility and not Board certfication."

Dr. Miller agreed to review these proposals. indicating individual news article never appeared in any consideration would be given in it must adhere to the existing gen- to look that way.

that no one would stand to lose, perate.

either they would remain at their

Dr. Miller also agreed to review other items in the petition and expressed willingness to attend or send his representatives to the group's next meeting on July 20. at 10 a.m., at the State Health Department auditorium in Albany. According to Dr. Sparks, about 100 sociation from Mental Hygiene institutions throughout the State will be present for the meeting.

# Council 50

(Continued from Page 1) chiatrist II positions. Require- phoney news article which predicts the Civil Service Employees of CSEA's "going out of business" Association will be "going out of business", come September 1.

"Needless to say, this phoney newspaper-it was simply set up all cases, if the Department finds by a printer hired by Council 50

"What does the use of tactics Although conceding that no like these by the Union mean, definite commitment had been you are probably wondering? Well, made, Dr. Daniel D. Sparks, presi- it is the same old story: the mouse dent of the Psychiatrists' Asso- (or rat) is attacking the elephant ciation, expressed the belief that again. Only this time the attack his group had "won reassurance is nastier than ever-more des-

# CSEA Efforts Win Pay Raises For Arlington Central School Workers

POUGHKEEPSIE - Largely through the efforts of the Civil Service Employees Assn., salary increases for all non-teaching employees of the Arlington Central School District have been adopted by the Board of Education and went into effect July 1, 1967, according to Marshall G. Temple, president of the Arlington Central School Unit. Dutchess chapter,

Through the efforts of the unit, its past-president, John Adams, and his committee, including George Wohlfart, Temple and Earl Lauria, 111 civil service employees are affected by the new salary schedule. Although the CSEA unit represents mostly transportation and maintenance employees, all classifications received benefits and salary increases directly or indirectly through these

The pay schedule for transportation and maintenance employees provides increases ranging from \$150 to \$550, in addition to regular increments which average \$250 s year for seven steps.

For driver-cleaners, a category which has the largest number of employees, the beginning salary went up from \$4,450 to \$4,800 while the top salary went up from \$5,850 to \$6,000, with annual increments of \$200.

Building maintenance personnel, which includes head custodians, custodians, day cleaners, night cleaners and matrons, received an average increase in starting salary of \$350 and an average increase in top salary of \$150. For cleaners, for example, a category which has the largest number of employees, the beginning salary went up from \$4,450 to \$4,800, while the top salary went up from \$5,850 to \$6,000. with annual increments of \$200 in

Additionally, all civil service employees will receive 12 days sick leave per year cumulative to 150 days, as compared to 10 days sick leave per year cumulative to 120 previously. Up to three days per-

"The time for 'playing for keeps' s now at hand. Under the new Public Employees Relations Act, and the vastly improved collecperienced, effective public employee organization to win important benefits for its members in New York State will be far greater than ever before. This is why CSEA looks forward to September 1, the new law's effective

"It's also why Council 50 is starting to get more desperate; it knows won't be able to produce signidelegates of the psychiatrists' As- | ticant gains for its members even under improved conditions for collective bargaining ! ! So . . . you can look forward to increasingly vicious attacks from Council 60 as the September 1 date draws nearer.

> "One thing you need not look forward to, though, is the possibility That is true for next September-September '68-September '69and on and on. As long as there are public employees in New York State, the largest independent public employees' organization in the State will be here to represent them. The CSEA ! ! !

# Appointed

ALBANY-Cora E. Pike of North Tarrytown has been appointed to the State Nurse Advisory Council in the State Education Department.

sonal leave with pay may be granted per year by a department head to any employee for death in the immediate family. Up to eight hours of personal leave may be taken for other personal business. No personal leave days were granted heretofore.

Educational secretary increases range from \$250, an increase for the 12-months typist from \$3,350 to \$3,600 for starting salary, to a \$650 increase for starting salary of the senior account clerk, an increase from \$5,000 to \$5,650.

District positions given raises include typist, senior typist, stenographer, senior stenographer, two grades for library clerk, two grades for account clerk, and key punch operator. Typists' top step, reached after six years, has increased from \$4,100 to \$4,475, while senior account clerk, the top position, after four years, will reach a high of \$6,325 as compared to a previous high of \$5,800 in five steps.

The school lunch personnel salary schedule, covering positions of cook manager, assistant cook and food service helper, reflects an increase of 15 cents per hour at the first step for food service helpers, up from last year's starting salary of \$1.35 to \$1.50, to an increase of \$58 for cook managers. up from last year's starting salary of \$2,842 to \$2,900. Except for the food service helper, which is an hourly rate, and on three annual steps of 10 cents per hour, the remaining positions have seven annual increases ranging from \$150 to \$200.

Top salary for cook managers, secondary school, reached after seven steps, is \$4,100 for 1967-68 as compared with \$3,610 on the current schedule. Two additional changes include a salary and step differentiation between elementary and secondary cook managers, and between elementary and secondary assistant cooks.

# Nassau CSEA Calls On County To Negotiate

MINEOLA-The Nassau chapter, Civil Service Employees Assn., has called on the county to start negotiating with CSEA by Aug. 1 "in the spirit of the new Public Employees Fair Employment Act."

Chapter president Irving Flaumenbaum told the county budget, which is expected by midboard of supervisors last week that "the new law sets certain deadlines, and we are prepared to get down to resolving issues law does not take effect until facing the county's employees."

County Executive Eugene H G. Caso, the Republican leader of it" of the law. the board, asserted that the board would act July 24 to establish a ed on exactly when negotiations could be started.

before submission of the county ment at half pay.

November. Thus, negotiations should start by mid-August at the latest, although the requirement and we hope the board is prepared cannot be mandatory because the Sept. 1. Flaumenbaum told the Board that the early start of ne-Nickerson, a Democrat, and Raiph gotiations would honor the "spir-

The Nassau chapter is seeking fully-paid health insurance, salcounty Public Employees Relations | ary adjustments, lighter caseloads Board. However, neither comment- for welfare and probation department caseworkers, disability insurance, greater vacations, shift Plaumenbaum noted that the differential, time and one-half for new labor law requires that nego- overtime and double-time for tiations be started at least 90 days holiday work and 20-year retire-

# **Monroe Social Workers** Vote To Accept Pay Offer

Workers voted recently to accept the new salary proposals made in a recent job study and to back County Manager Gordon A. Howe's urging that the County Legislature approve the new salary scale.

The federation represents most of the 100 welfare caseworkers and supervisors whose threat of mass resignations six months ago prompted Howe to ask for the job

The proposals of Barrington Associates, New York City consultants, come only halfway toward closing the salary gap of \$600 between the caseworkers and the

Federation president Gabriel T. Russo said the new salary plan would leave welfare workers one salary step below probation officers. But he said "we recognize that the narrowing of the gap between the two positions is a positive move."

"While we think the point has been made, we nevertheless are preparing appeals to the new saiary proposals in several areas in county probation officers. The accordance with salary redress welfare workers had asked equal procedures provided for in the Barrington Job study."