

Civil Service LEADER

America's Largest Weekly for Public Employees

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Eligible Lists

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CSEA Levels Heavy Criticism On Health Dept. Appeals Denials

ALBANY—The Civil Service Employees Assn. has lashed out at the decision of the State Budget Director denying the reallocation of certain Hospital Attendants in the State Health Department from a grade 4 to grade 6.

Joseph F. Felly, CSEA president, in a strongly worded telegram to T. Norman Hurd, State Budget chief, branded the action as "completely unjustified."

Felly further stated that "The Civil Service Commission had seen the inequity of this situation and took the necessary steps to correct it."

The CSEA chief charged that the reversal of the decision is "arbitrary and without good reason and has caused a tremendous morale problem since the incumbents realize they are performing the same duties and have the same responsibilities as the attendants in Mental Hygiene."

Insists On Reversal

Felly told Hurd: "We insist that you reverse your decision and provide the necessary funds to correct this inequity."

The Employees Association assailed the Division of the Budget in another telegram on Oct. 6 for what it called that agency's

unnecessary delay in acting on the reallocation.

The CSEA appeal stemmed from a situation involving Health Department Hospital Attendants at the New York State Rehabilitation Hospital at West Haverstraw.

East Hudson Pkwy. Names CSEA Sole Bargaining Agent

(Special to The Leader)

PLEASANTVILLE—The East Hudson Parkway Authority, exercising jurisdiction over four parkways in four counties, has designated the Civil Service Employees Assn. as the sole and exclusive collective bargaining agent for its employees, The Leader learned at press time.

Recognition was granted to the Employees Association on the basis of dues checkoff evidence accord-

Recommendations Sent To Hurd

Determination Of Shift Pay Differentials Lays With State, CSEA Avers

ALBANY—The burden of truth for justifying shift pay differentials for State employees should rest with the State Division of Classification and Compensation, not with the applicant, according to the Civil Service Employees Assn.

This and numerous other changes in the State Budget Division's proposed rules to

implement the CSEA-sponsored measure passed by last year's Legislature have been recommended to the Budget Director in a detailed writing submitted by the Employees Association.

According to the tentative rules—which would finally make available to State workers a benefit written into law last April 1—the "principal purpose of a shift pay differential is to enable the State to pay additional salary to persons in occupations which involve working hours other than the normal day shift, where it is the practice of private and other non-State employers to pay additional salary to persons in comparable occupations, in order that the State may attract and retain competent personnel."

The Onus

CSEA president Joseph F. Felly, in pointing out the inequity of the applicant having to substantiate his own appeal, said that the required documentation would be "virtually impossible to obtain."

"We strongly request that the rules be amended to require that the gathering and compilation of data in support of a requested shift pay differential should rest with the agency deciding whether such differential shall be granted, namely, the Division of Classification and Compensation," Felly said.

CSEA also took the rules to task for making no provision to establish shift pay differential or a

Statewide basis, as called for in the actual statute.

The recommendations advanced by the Employees Association include:

- Provision of guidelines to establish equitable shift differentials for State jobs which have no comparable counterpart in sufficient number in non-State employment—such as correction officers.
- Expansion of definition of

(Continued on Page 16)

Assn. Pushing Liberalized Overtime Pay

ALBANY—The Civil Service Employees Assn. is continuing to press its demands for a further liberalization of interpretations of the State's overtime rules.

CSEA representatives met recently with State Department of Correction officials when the Employees Association asked the agency to immediately begin applying liberal interpretations of the five days on—two off provision that still continues the eligibility to earn premium pay when overtime is worked.

CSEA wrote the Director of the

(Continued on Page 16)

Erie CSEA Defends County's Record Of Gains For Employees

BUFFALO—The 4,000-member Erie County chapter of the Civil Service Employees Assn., departing from its traditional policy of not taking sides in political matters, defended the county's salary and fringe benefit programs and charged that a recent report of "low morale" among county employees was untrue.

Neil V. Cummings, chapter president, stated: "We are compelled to set the record straight with regard to a recent statement reported in the local press to the effect that 'the morale of county employees is very low.'"

Cummings said that a review of the chapter records shows that the County's comprehensive salary and classification plan has been implemented by salary adjustments in 1963, 1965 and again in July of this year.

Many Benefits

Additionally, said Cummings, the CSEA, on behalf of its members, has gained from the present administration valuable fringe benefits such as the implementation of the 1/60th non-contributory retirement plan, an increase in the mileage allowance for em-

ployees required to use their personal cars for county business, administrative leaves for absences due to uncontrollable circumstances, and additional holiday time off such as a half day on Good Friday and payment for holidays which periodically fall on Saturdays.

"For these reasons," Cummings stated, "it is our considered judgement, based on the record, that the morale of county employees is at a very acceptable level."

The Future

"We will continue to press for additional and equitable salary adjustments and improved fringe benefits, in order to retain and attract the most qualified people available to best serve the people of the county."

"But in all fairness," he con-

(Continued from Page 16)

ing to Charles W. Merritt, Authority chairman.

The Parkway CSEA chapter represents more than 250 employees including toll collectors, parkway maintenance men and clerical help, working for the Authority which has jurisdiction over the Taconic State, Saw Mill River, Hutchinson River and Sprain Brook Parkways.

The superhighways are in the counties of Columbia, Dutchess, Putnam and Westchester.

First Authority Unit

The East Hudson Parkway Authority is the first such unit to recognize an employee organization to represent the employees since the Taylor Law went into effect last September 1.

State CSEA officials joined

(Continued on Page 16)

State Psychologists Choose CSEA

The Leader has just learned that the New York Psychologists in Public Service have formed an organization and have selected the Civil Service Employees Assn. to represent them under the new Public Employees Fair Employment Act.

The officers for the year 1967-1968 are as follows: president—Gerald Yagoda, Middletown State Hospital; executive vice president—Edward Conrad, Brooklyn State Hospital; vice president for negotiations—Harvey Conrad, Brooklyn State Hospital; treasurer—

(Continued from Page 16)

Health Dept. Boosts Domestic 3 Grades

ALBANY—The Civil Service Employees Association has been successful in obtaining a three-grade upgrading for certain domestics employed at State Health Department institutions.

The State Division of the Budget, acting on the CSEA request, reclassified domestics (Grade-1) to cleaners (Grade-4). The reclassification became effective Oct. 19.

News of the action came in the form of a letter from T. Norman Hurd, State Budget Director, to Joseph F. Felly, CSEA president.

The favorable action, CSEA stated, came on the heels of a strongly-worded telegram sent by the Employees Association to Hurd last October 6, criticizing the "unnecessary delay in acting on the appeal."

CSEA made the appeal in behalf of certain domestics at the New York State Rehabilitation Hospital at West Haverstraw.

Don't Repeat This!

Civil Service Seems Apathetic On Constitution

DESPITE some formal organization approval of the proposed State Constitution, on which voters will act at the polls next week, a survey shows that large numbers of civil servants are either unenthusiastic about the new charter or are even actively against it.

When questioned on the proposal, most public employees spoke

(Continued on Page 2)

Don't Repeat This!

(Continued from Page 1)

for or against the whole document, not just that section dealing with the Merit System even though the latter underwent some beneficial improvements for civil servants.

Here are some of the things the objectors don't like:

- Voting on the constitution as a single package rather than being able to select certain sections only.
 - Lack of a thorough court reorganization.
 - Public funds for private educational institutions.
- Those who are in favor of the new charter list these advantages:
- Improved protection of the Merit System.
 - Continuation of public employees to petition the Legislature for benefits when the local governments denies such benefits.
 - Financial aid to parochial schools.

Endorsement

The proposed document does have the endorsement of the Civil Service Council on the Constitution Convention, which was composed of organizations representing over 300,000 public employees in the State, including the 151,000-member Civil Service Employees Assn. The Council is campaigning actively on behalf of the new constitution.

During the convention the constitution, the Council was highly successful in fighting off attacks on the Merit System and gained some significant improvements on liberalizing retirement allotments. Its chairman, New York City Battalion Chief Henry Fehling, feels strongly that civil servants should not only vote for the new constitution but should campaign actively for it.

There are definite areas of

empathy about the whole matter, however. As a matter of fact, most public employees talked to were more interested in discussing the proposed \$2.5 billion transportation bond issue, which many feel will have long range, good effects on public employment.

Any way you look at it, the new constitution does not appear to be a hot topic of conversation among rank and file civil servants.

Mrs. Kiefer Retiring From Rochester D. of E.

ROCHESTER—Mrs. Roberta R. Kiefer, a member of the Civil Service Employees Assn. and an employee of the State Division of Employment and Unemployment insurance for 28 and a half years, retired last week.

Mrs. Kiefer joined the Rochester Office of the State Unemployment Insurance Division Feb. 9, 1939, and has been there continually employed.

She is a senior claims examiner and supervisor of the entitlement section.

Her fellow workers gave Mrs. Kiefer a testimonial dinner at the Wishing Well Restaurant in nearby Chill.

Mrs. Kiefer is a member of the Rochester Local of the State Employees Old Timers Club, the International Association of Personnel in Employment Service and Corinthian Chapter 322, Order of Eastern Star.

She and her husband, Bruce, recently purchased a mobile home and plan to take trips around the country.

Your Postman Suggests: Speed Your Christmas Parcels and Greeting Cards! Shop Early — and Use ZIP Code Numbers!

Success Reported In School Districts By Nassau Chap. CSEA

MINEOLA—In a drive for exclusive representation under the Taylor law, the Nassau chapter, Civil Service Employees Assn., has won agreement for the East Meadow Schools unit, expects early success for the Jericho Schools unit and has opened negotiations for the Merrick Schools unit.

The East Meadow School Board has granted CSEA sole and exclusive recognition for all non-teaching employees, a group of about 250. The negotiations were conducted by unit officers: Vincent Tuminello, president; Frank Rico, vice president; Adolph Groth, treasurer; Edward Bube, corresponding secretary; and Paul Kunkel, recording secretary, with the aid of field representative Arnold Moses.

Early action was forecast in Jericho, following negotiations conducted by Mrs. Mildred Garber, unit president; cafeteria section president Mrs. Anita Betola, custodial section president Robert Casale and field representatives Moses and Arthur Grey.

Field representative Edward Creary is assisting the Merrick unit.

Auto Mechanic Test

The New York City Department of Personnel administered written examinations to 187 candidates for auto mechanic (Diesel) last week.

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Your Public Relations IQ

By LEO J. MARGOLIN



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

A Lesson In Writing

ONE OF THE most critical public relations problems for everyone in government is to write one word after another with such simplicity and clarity that everyone understands precisely what the writer meant to say.

TO WRITE A simple, concise communication would seem to be a comparatively easy task. Civil servants whose duties include writing scores of letters every week, will tell you that even after years of practice, putting one little word after another to transmit exactly the correct message is not that easy.

FOR EXAMPLE: there are words with different shades of meaning; sentences which, if juxtaposed, could communicate something totally different from what is actually intended.

FOR THE CIVIL service letter writers, all this is very serious business. Mistakes are too costly and often too embarrassing. So there must be a constant striving for better word usage, better sentence structure, better organization of letters. And, of course, better communications will result in better public relations.

WHEN ONE SEES good writing in government, it calls for very special mention. We think a fine example of good writing is the paid election notice appearing in many newspapers throughout New York State, paraphrasing the new Constitution of the State of New York.

IT IS A FINE example of good writing—clear, succinct, and informative. Use of legal mumbo-jumbo is at a minimum, although the proposed new State Constitution is a legal document and a very important one for voter consideration. Yet it can be read and understood.

"READ AND UNDERSTOOD." There you have the key to good writing: if the material being communicated can be easily read

and understood, it passes the test of good writing. It is not necessary to use fancy words, a bushel of adjectives, and razzle dazzle sentence structure to be good writing.

THE MORE SIMPLE the writing, the better the writing. And that is what all people in civil service whose jobs it is to deal with words should strive for.

THERE WAS A time in government that a letter writer was considered a real hot-shot around the office if he wrote letters which sounded as if it had come from an Elizabethan novel. Flowery language abounded in these letters and as a result, total misunderstanding was the rule rather than the exception.

TODAY, THE "in" thing in all writing, letter writing included, is to employ words of common usage and understanding. The road to good public relations is paved with words of one or two syllables. You can go to three or four syllables, if you must, but use the shorter, more simple word when you can.

READ THE PROPOSED new State Constitution. Even in its small type and its very plain dress as an election notice, it is interesting — and understandable — reading.

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Albany County CSEA Chapter Elects Cropsey

At a recent meeting held at the Shaker High School by the non-instructional employees of the North Colonie Central School District, Howard Cropsey was elected president of the Albany County chapter of the Civil Service Employees Assn.

The school employees formed the CSEA chapter this fall and elected their first president together with the following officers: Lawrence Crogan, vice president; Robert Neville, treasurer; Mary R. L. al,snaceanrotg R. Lansing, secretary.

Posts held in the executive committee are Robert Laird, Theodore Beck, Lemuel Simmons, Raymond Phillips, Thelma Chaffin, Evelyn White, Evelyn Deegan, Deward Genter, Arthur Rantanen.

Chairmen for other committees include Ronald LaDus, safety and health; John Peak, social and Joseph Carey, publicity.

The North Colonie Central School Board has been petitioned by the Albany County chapter for recognition of their group. School officials have informed the chapter that the board will take their request under consideration at the board's next regular meeting on Nov. 13.

Cayuga Chapter, County Supervisors, Set Negotiations

AUBURN—Implementation of a 1/60th retirement plan for employees, higher salaries, longevity pay and vacations are the principal items expected to be discussed at negotiations between the Cayuga County Board of Supervisors and Cayuga chapter, Civil Service Employees Assn.

The chapter, earlier was designated as the exclusive bargaining agent for county employees.

Supervisors already have held at least two closed meetings on employee salaries and benefits. Negotiations with the chapter are expected to begin early in November.

Although the meetings were closed to the press and public, it is believed that the supervisors have agreed on only one point—the 1/60th plan, which would boost employees' take-home pay about eight percent by having the county pay the entire cost of the retirement plan.

Also discussed, it was learned, were possible higher hourly rates for highway workers, who are not participating in the retirement plan, and upgrading of sheriff deputies to bring their salaries closer to those paid City police.

Charge Union "Sellout"

Suffolk Chapter, L. I. Conference To Work For Defeat Of Gilbert Hanse

(From Leader Correspondent)

SMITHTOWN—The 6,000-member Suffolk chapter and 40,000-member Long Island Conference of the Civil Service Employees Assn. have condemned the candidacy of Babylon chapter Supervisor Gilbert C. Hanse for Suffolk County executive, charging Hanse with a "back-room deal to sell out the interests of civil servants for a few votes."

The CSEA units are advising members and their families and friends to vote against Hanse because of a series of anti-civil service remarks and brazen politicking with union leaders.

"Without regard to the wishes of Suffolk's public employees, the vast majority of whom belong to CSEA, Hanse last week brazenly told a meeting of union leaders that he would support their efforts to win control of the Suffolk public employees in return for their support of his campaign," asserted Jack D. Corcoran, Jr., chairman of the Suffolk chapter's political action committee.

The Suffolk chapter acted on Thursday night, and its stand was quickly adopted by the L.I. Conference headed by CSEA second vice president, Irving Flaumenbaum.

Hanse, the Republican candidate, has in the last two weeks claimed the endorsement of 12 labor unions with a claimed membership of 16,500.

To Seek Wide Support

Corcoran quoted that 25,000 members of the L.I. Conference live and vote in Suffolk County. Flaumenbaum said he would ask additional support this week from the State CSEA meeting at the Concord Hotel at Kiamesha Lake.

The action was unusual. The Suffolk chapter has avoided involvement in politics but recently established the political action committee to be ready to act in the event that any of the candidates became clearly opposed to welfare of public employees.

Hanse last month told a daily newspaper that he did not welcome the demand of Suffolk County deputy sheriff for civil service status because "when public employees gain permanency or tenure they lose their efficiency."

No Stand

Hanse has remained mute on the chapter's demands including a 15 per cent across-the-board wage increase and has not bothered to take part in negotiations for Babylon Town employees which are described as less than satisfactory.

Hanse has repeatedly said that if elected he would put the county on an austerity budget, which coupled with his failure to take a stand on CSEA demands, indicates county workers would get nothing but a deaf ear.

"The unions may talk about what they might do for public employees but the facts are that they are only making back-door deals with a man on record as opposed to the philosophy of CSEA," Corcoran added.

"There are only two serious con-

Make Merry and enjoy this Christmas without the last minute rush and fear of after-Christmas delivery of your gifts and greeting cards. HOW? . . . Simply by shopping and mailing early . . .

tenders for county executive, the incumbent, H. Lee Dennison, and conservative John Conroy," Corcoran continued. Dennison appeared at the chapter meeting last week and said that he was including a five per cent salary

boost, time and one half pay for overtime, and an improved health insurance in his new budget. Conroy appeared and stated that he supports CSEA philosophy and objectives. Hanse did not appear although invited.

Cattaraugus Co. Chapter To Push Salary Requests

The Cattaraugus County chapter of the Civil Service Employees Assn. held a well-attended meeting at the American Legion club-rooms in Olean, recently. At the brief business meeting conducted by John Panado the chapter's president, the following resolutions were adopted:

- The group unanimously voted to send a contribution of \$100 to each major political party in the county.

- Voted to direct the chapter secretary to send letters to members of the Board of Supervisors of Cattaraugus County, incumbent and otherwise, requesting them to submit their views on the issues concerning the 1/60th non-contributory retirement plan; across-the-board ten percent increase in salary; tenure for non-competitive and labor class employees after one year service; and fully paid hospitalization. (All these items requested recently in a letter to the Board of Supervisors for all county employees.)

Mrs. Gordon Kinney, social chairman, welcomed the members and guests and introduced Henry Gdula, CSEA field representative. Irving Flaumenbaum, second vice

president of the State Association, was principal speaker for the evening.

Flaumenbaum's talk was on the Public Employees' Fair Employment Act and its application to employees in political subdivisions. He encouraged the members present to assume the position of militancy to obtain the benefits to which they are rightfully entitled. Literature containing information about the Act were distributed.

Buffalo

Says City Marshals Need C.S. Status

BUFFALO — A city judge recommended recently that marshals who work in Buffalo city court be placed under civil service.

Marshals now are appointed by individual judges and are paid a percentage of the civil judgments they collect.

Reports of shortages in the accounts of some marshals led to an investigation.

City Judge Joseph S. Mattina is part of the three-man investigating committee and he said placing marshals under civil service would end abuses.

S.I.F. Chapter Gives Anti-Flu Shots

Hundreds of employees of the State Insurance Fund again availed themselves last week of an anti-fly program, sponsored bi-annually since 1961 by the Civil Service Employees Assn. chapter in that agency.

Randolph V. Jacobs, chapter president, arranged to have flu shots given to those employees desiring to receive them. The management of the State Insurance Fund cooperated by approving the use of the medical department facilities for the program.

A nominal fee of \$1 for CSEA members and \$2 for non-members was charged to cover the cost of the vaccine, needles and other incidentals. A committee consisting of Moe Brown and Edmund Eoze assisted in making preparations for the immunization program.

1-60th Report

by Louis Busell Chairman of Committee For a Just 1/60th Bill, State Insurance Fund Chapter, CSEA

Do you want a just pension or just a pension? So you think you can retire at age 55! You can—if you are independently wealthy. This is not written in jest, as you will realize when you ascertain how little your pension will be.

This column will in future issues discuss the inadequacies and inequities of our present retirement system. We will discuss how your retirement allowance is arrived at and how a fully retroactive 1/60th pension bill would substantially increase your pension benefits. It will tell you how a roll back of the present retirement law to 1937 can effect for you a retirement with dignity.

Write to the Retirement System for your retirement figures. It is not necessary for you to retire to get these figures. We know you will be shocked when you get them. Any thoughts of retirement will vanish. Then, join our ranks in the battle to make the 1/60th retirement bill retroactive to 1937. We would welcome any suggestions or ideas on this subject. Address them to this column care of The Leader.



PINNED — Joseph F. Feily, president of the Civil Service Employees Assn., is presented with his blood donor pin by Mrs. Ersa Poston, president of the State Civil Service Commission, during the blood captains' dinner sponsored by the Metropolitan Division of Employment chapter, CSEA, at Gasner's Restaurant, Manhattan. Left to right, are: Rev. Robert Obey; Robert F. Dailey, president of the chapter; Feily; Mrs. Poston; Edward Meacham, David Smith and Dr. Aaron Kellner, executive vice-president of the New York Blood Center.



BENCH NOMINEE

Walter J. Mahoney, above, well-known to public employees through his years as a State Majority Leader, is now seeking election to the Supreme Court, Eighth Judicial District. The district comprises the eight western counties of the State. Mahoney, who lives in Buffalo, is now one of the three commissioners of the New York State Thruway Commission.

Cement Mason Practicals

examinations last week, according to the City Personnel Department.

Buy U.S. Savings Bonds.

Some 38 candidates for promotion cement mason took practical

Civil Service Television

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

Monday, November 6

- 4:00 p.m.—Around the Clock—N.Y.C. Police Department training program: "Review of the Manhattan Summons Project."
- 4:30 p.m.-5:30 p.m.—U.N. General Assembly (when held).
- 6:00 p.m.—Community Action—Ted Thackrey moderates program.

Tuesday, November 7

- 4:00 p.m.—Around the Clock—N.Y.C. Police Department training program.
- 4:30 p.m.-5:30 p.m.—U.N. General Assembly (when held).
- 7:00 p.m.—What's New In Your Schools? — Information about City Schools.

Wednesday November 8

- 4:00 p.m.—Around the Clock—N.Y.C. Police Department training program.
- 7:30 p.m.—On the Job—N.Y.C. Fire Department training program.
- 8:00 p.m.—New York's Revised Penal Law—Program 6: "Offenses Against Property".

Thursday, November 9

- 4:00 p.m.—Around the Clock—N.Y.C. Police Department training program.
- 7:30 p.m.—On the Job—N.Y.C. Fire Department training program: "Search".
- 10:30 p.m.—Community Action—Ted Thackrey moderates program.

Friday, November 10

- 4:00 p.m.—Around the Clock—N.Y.C. Police Department training program.
- 4:30 p.m.-5:30 p.m.—U.N. General Assembly (when held).
- 10:00 p.m.—New York's Revised Penal Law—Program 6: "Offenses Against Property".

Saturday, November 11

- 7:00 p.m.—Community Action—Ted Thackrey moderates program.
- 7:30 p.m.—On the Job—N.Y.C. Fire Department training program "Search".

Where to Apply For Public Jobs

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

CITY

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

Applications: Filing Period — Applications issued and received Monday through Friday from 9 a.m. to 5 p.m., except Thursday from 8 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 Thomas Street, New York, N.Y. 10013. Telephone 566-8720.

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

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

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

STATE

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

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, N.Y. 10017, just west of the United Nations building. Take the IRT Lexington Ave. Line to Grand Central and walk two blocks east, or take the shuttle from Times Square to Grand Central or the IRT Queens-Flushing train from any point on the line to the Grand Central stop.

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

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

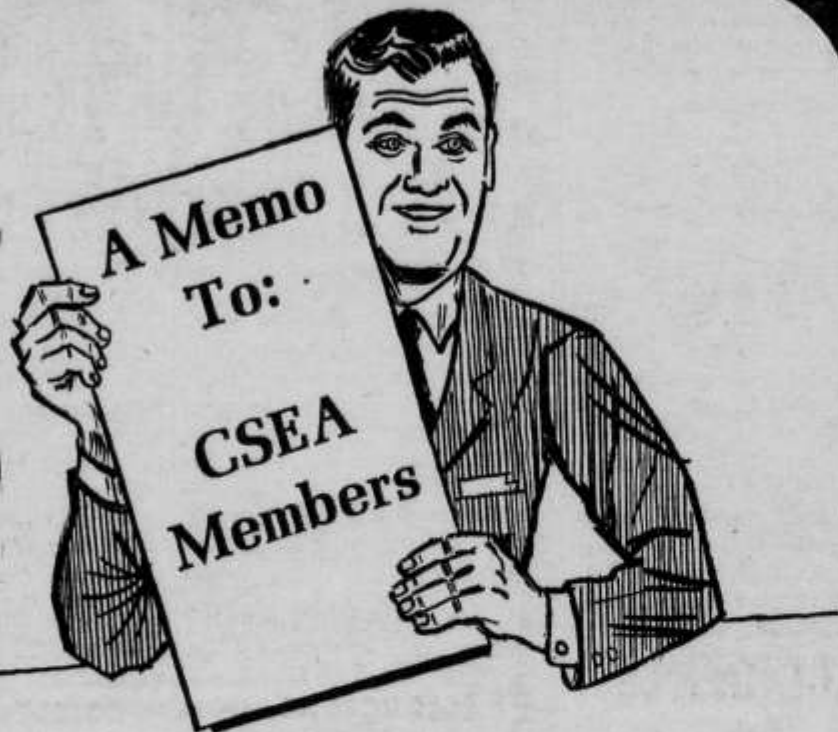
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OUR 70th YEAR



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Date of Employment _____

Temporary Clerk Jobs In City Area Open For Filing Now

The Interagency Board of U.S. Civil Service Examiners for the Greater New York City area is accepting applications for positions as temporary clerks at GS-1 and GS-2 levels, paying \$1.74 and \$1.89 per hour, respectively.

Many of these positions will be located at the Manhattan and Brooklyn district offices of the Internal Revenue Service and at the New York Payment Center of the Social Security Administration in Rego Park, New York. Part time as well as full time appointments will be made from the lists resulting from this examination.

Applicants must pass a short written test covering clerical abilities. No experience is required for GS-1, and six months of clerical or office experience or graduation from high school is required for GS-2. Complete information concerning these and other requirements is contained in announcement No. NY-7-68.

Copies of the examination announcement and application forms may be obtained from the Interagency Board of U.S. Civil Service Examiners for the Greater New York City Area at 220 East 42nd St., New York, N.Y. 10017 and the main post offices in Brooklyn, Jamaica, Hempstead, Middletown, Newburgh, New Rochelle, Patchogue, Peekskill, Poughkeepsie, Riverhead, and Yonkers.



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Landscape Architect Test in Onondaga Co.

An open competitive examination for landscape architect is being given by the Onondaga County Civil Service Department on Dec. 18. The last filing date for this test is Nov. 15. Positions are available through this test in both County service and in the City of Syracuse. Onondaga County pays from \$7,644 to \$9,308 for this position while Syracuse pays from \$7,600 to \$8,880.

All applicants must possess a Bachelors degree in landscape architecture from an accredited college.

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

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Paul Kyer, Editor

James F. O'Hanlon, Executive Editor

Joe Deasy, Jr., City Editor

Carol F. Smith, Assistant Editor

N. H. Mager, Business Manager

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TUESDAY, OCTOBER 31, 1967



After November 7?

WHILE a genuine labor relations policy appears to be developing in New York City and other government units within the State, a curious reluctance on the part of the Rockefeller Administration has imposed a serious brake on the Legislature ambitions of State workers because they still have not been allowed to have one organization represent them at the bargaining table.

Mayor Lindsay did not wait for the Taylor Law to be enacted before attempting to lay the groundwork for collective bargaining to start functioning in the City. Yet, although the Taylor Law was created by the direction of Governor Rockefeller he has not yet seen fit to invoke it in order to grant sole bargaining rights for State workers to the Civil Service Employees Assn., which represents the vast majority of these workers and for which substantiating evidence of representation has been submitted.

Without attempting to appear cynical about such an important issue, it may be that when the Nov. 7 balloting is out of the way there will be time to get the matter of recognition settled immediately.

Vote

VOTERS will go to the polls next week to act on a proposed new constitution for the State; to accept or reject a \$2.5 billion transportation bond issue, and to decide on the election of various judges.

This newspaper has endorsed the proposed bond issue. Without advising on any other of the issues on the ballot, we do urge you to exercise the right to vote and do your duty as a good citizen.

U.S. Service News Items

By JAMES F. O'HANLON

Employees Pushing For Social Security Coverage

A number of Federal civil service employee organizations including the Affiliated Government Organizations is plugging for the passage of an amendment to the Social Security Act. The amendment now in question is the same in effect as the bill first sponsored by former Congressman Eugene J. Keogh in 1966.

The amendment would allow Federal employees to choose to take Social Security coverage. It would allow new Federal employees two years from the date of their employment to sign a certificate indicating their desire for such coverage. Those employees who had been on the job already would also have the advantage of this two year period in which to make their choice. If such election is made, coverage

would be granted generally on a one year retroactive basis if the employee chooses and with the stipulation that he pays the tax due for one year.

Also, later in the employee's career, because of changes in family situation and so on, he will have the opportunity of a six month period in which to elect coverage if he had not previously done so.

The employee would pay the necessary tax, with the Federal government withholding it from his regular paycheck.

LETTERS TO THE EDITOR

Discriminatory 1/60

Editor, The Leader: I retired from State service several years ago after thirty-five years of service. During that time, each payday a certain amount of money was systematically withdrawn from my salary for retirement purposes.

The recently enacted 1/60th Pension Plan is in, my opinion as well as that of other retirees I know, most discriminatory. New employees receive their full checks and will derive their retirement funds from contributions made by me and similar employees with many years of service. Some of these employees experienced hardships due to these withdrawals from their paychecks.

Neither can I comprehend the line of reasoning used for other restrictions on older employees, such as proposed increased allowances to pensioners 62 years of age; no option allowance, etc.

I feel that I rendered my best services for thirty-five years, regardless of my age and now I feel that benefits, equal to those of the newer employees, should also be forthcoming regardless of age limits.

E. BOYCE
Hornell

Lillian Rudomin Promoted By Personnel Dept.

Lillian Rudomin has been appointed Chief of the New York City Personnel Department's Personnel and Budget Division.

She replaces Dominic Cornicello who left to assume a top administrative position in the Office of the Borough President of Richmond.

Miss Rudomin, who is a Brooklyn resident, had been Cornicello's assistant for 13 years. As division chief, she will direct the preparation and maintenance of the Personnel Department's budget, and the carrying out of related personnel functions.

Wendell Selected For State Program

The New York State Conference of Mayors and Other Municipal Officials has selected Wendell G. Lorang, Jr., of Schenectady, to participate in a graduate assistantship program for the academic year 1967-68, which it is sponsoring in cooperation with the Graduate School of Public Affairs, State University of New York at Albany. The program is designed to provide a practical learning experience in urban government by exposing the student to all facets of the organization's activities, which include serving as a clearinghouse for data and developments on local government and functioning as the liaison with the State and Federal governments.

Cement Mason Exams

Practical examinations for promotions to cement mason were administered to 59 candidates last week, the New York City Department of Personnel has announced.

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.")

The Taylor Law

PRIOR TO Sept. 1, 1967 the penalties applicable to public employees for striking were much more severe than under the current Taylor Act. The Taylor Act subjects the striking employee to the disciplinary proceedings provided by Section 75 of the Civil Service Law. Section 75 entitles an employee charged with misconduct to a hearing, and if he is found guilty, specified penalties may be imposed consisting of a reprimand, a maximum fine of \$100, suspension without pay for no longer than two months, demotion or dismissal. Under the Condon-Wadlin Act which preceded the Taylor Act, a striking employee lost his job. While reemployment was possible, this was allowed upon the imposition of onerous penalties including a six months' freeze in his salary and loss of tenure in employment for the year following reappointment.

ALTHOUGH CITY Welfare and Transit employees also violated the no-strike law, the only victims of the harsh penalty provisions of the Condon-Wadlin Act were striking ferry men employed by the Department of Marine and Aviation of the City of New York. They were on strike between May 5, 1965 and June 7, 1965.

IN FLAHERTY v. Lindsay, (New York Law Journal, May 3, 1967), Justice Irving L. Levey was called upon to rule on the City's motion to dismiss before service of any answer a petition by ferry officers for reinstatement with full tenure and other rights. The City's motion was based upon contention that the four months' statute of limitations barred the proceedings. In denying the motion, Justice Levey interestingly reviewed salient events subsequent to the strike.

MAYOR LINDSAY established a committee to ascertain why the ferry men had been denied reemployment. On April 2, 1966 the committee ruled in favor of such reemployment.

THE CITY COUNCIL passed a resolution requesting Mayor Lindsay and the Commissioner of Marine and Aviation to reinstate the petitioners.

A LAW WAS enacted, effective in July, 1966, authorizing the reemployment of the ferry men and exempting them from the penalties of the Condon-Wadlin Act.

THE FLAHERTY petition alleged that in spite of the legislation requiring their reemployment, they had not been reinstated. They contended that this was the result of a conspiracy between City Hall and the National Maritime Union to punish them for favoring a rival union, the Marine Engineers Beneficial Association.

THE CONDON-WADLIN Act imposed a duty to give requests for reemployment fair consideration. The complaint of the petitioners was that denial of reinstatement was arbitrary and capricious. Accepting the allegations of the petition as true for purposes of the motion in view of the respondents' failure to serve an answer, Justice Levey observed that the contentions of the petitioners had merit. The City may not resort to extraneous considerations of rival union claims in deciding the petitioners' right to reinstatement in their positions.

JUSTICE LEVEY'S legally and humanly sound decision was made on May 3, 1967. It is common knowledge that since then the City of New York agreed to the rehiring of the ferry officers, thereby making a final judicial determination of the merits unnecessary. Also, the City promised the ferry officers a collective bargaining election at which they will determine which union represents them.

IT IS GRATIFYING that the harsh experiences of the ferry officers can not happen under the Taylor Law. While it is still the strong public policy that public employees shall not engage in a strike, the treatment of violators pursuant to the reasonable procedures of the Civil Service Law for possible penalties much less severe than dismissal is more in accord with civilized concepts of justice.

Personnel Dept. Establishes Central Job Transfer Agency

Permanent City employees who seek job transfers from one municipal agency to another can now turn to one central office to find out where jobs may be available to them.

Solomon Hoberman, City Personnel Director, has announced that a central job transfer clearing house has been established in the City Department of Personnel to assist employees who want to switch to another agency. The Personnel Department will also assist agencies with vacancies in locating the employees who are seeking transfers.

"The clearing house is restricted in its operation in that it can assist only permanent competitive employees," Hoberman said. "We shall not be able to do anything for provisional, temporary and non-competitive employees."

Under the old system employees

wanting transfers had to canvass each individual agency in search of vacancies, then negotiate the transfers themselves.

City employees seeking transfers should write to the City Personnel Department, Bureau of Administrative Services, 220 Church St., Room 235, New York, N.Y. 10013, and they will be sent a transfer form. A monthly listing of the job titles of those seeking a change will be circulated to the various City agencies. On written request of agencies, seeking to fill vacancies, the Department of Personnel will provide

Last Day To File For Foreign Service Test

Today, Oct. 31, is the last day in which to file for an examination for various Foreign Service positions. Applications must be mailed to the Board of Examiners, U.S. Department of State, Washington, D.C. 20420.

The examination, to be given on Saturday, Dec. 2, tests ability

to solve problems, general understanding of world affairs, and skill in writing.

Applicants must be at least 21 but under 31 years of age as of Dec. 2. The examination should be of particular interest to men and women who have special qualifications in international relations, public and business administration, economics, journalism, foreign commerce, political science, history, labor or related fields.

Depending on their age and qualifications, candidates may be appointed as Foreign Service officers of Class 6 (\$6,451 to \$7,729) or Class 7 (\$7,473 to \$8,477). Future promotions may lead to salaries ranging up to \$25,890.

the names and addresses of those available for transfer in specific job titles together with payroll and other pertinent information.

The agencies requesting a list will then arrange to interview the prospective transferees, make their choice, clear the transfer with the agency where the applicants are presently working, and submit a formal request to the Civil Service Commission for final approval. The civil service law prohibits the approval of a transfer if there is a preferred list or a departmental promotion list in existence for a position in a department to which a transfer is being sought.

Agriculture Dept. Has Summer Jobs For College Students

College students! File now for full-time jobs during the 1968 Summer vacation. Seniors, who work during the Summer, may have a professional position awaiting them upon graduation.

The U.S. Department of Agriculture has an organized work study program in the occupational areas of soil conservation; soil

science; engineering; agricultural management; agricultural statistics; and accounting. Those students who are selected participate in programs consisting of planned on-the-job training during the vacation period which is coupled with attendance at college during the scholastic year.

In addition to passing a written test, students must have completed, by June 30, 1968, at least one full academic year of study for GS-3; and two and one-half years of study for GS-4, in one of the fields described above in order to qualify.

Detailed information can be found in Civil Service Announcement NS-7-56, issued by the Interagency Board of U.S. Civil Service Examiners, 301 Erie Boulevard West, Syracuse, New York 13202. These announcements are available at most of the larger Post Offices. If you are unable to get a copy, write to the Interagency Board.

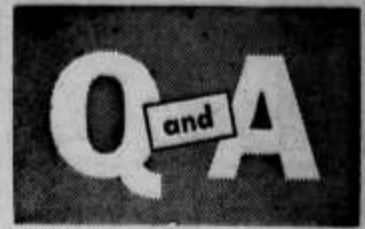
Starting bi-weekly salaries for these summer jobs are \$164 or \$184, depending upon qualifications.

Elmira Account-Clerk Exam On Dec. 2

The City of Elmira Civil Service Commission is giving a written test for account clerk typist on Dec. 2. The filing date for this exam is Nov. 2. Account-clerk typists command a salary of from \$3,299 to \$4,469 in Elmira.

To qualify for the test, applicants must have either five years of clerical experience, six months of which as an account clerk with typing duties or one year of clerical experience, six months of which included account clerk duties and graduation from high school.

For further information contact the Elmira Civil Service Commission, City Hall, Elmira.



QUESTIONS AND ANSWERS . . .

. . . about health insurance

by William G. O'Brien

Blue Cross-Blue Shield Manager,

The Statewide Plan



This column will appear periodically. As a public service Mr. O'Brien will answer questions relative to the Statewide Plan. Please submit your questions to Mr. O'Brien, Blue Cross-Blue Shield Manager, The Statewide Plan, 1215 Western Ave., Albany, N.Y. 12203. Please do not submit questions pertaining to specific claims. Only questions of general interest can be answered here.

Q. Must I be hospitalized in order to receive reimbursement for home and office doctor calls under my Statewide Plan?

A. No. Such calls are covered under Part III (Major Medical) of the Statewide Plan. You need not be hospitalized in order to receive Major Medical benefits, but the co-insurance and deductible factors do apply.

Q. Please tell me if eye examinations and eye glasses are covered under my Statewide Plan?

A. No. Neither eye glasses nor eye examinations are considered covered medical expenses under the Statewide Plan.

Q. I am covered by both the Statewide Plan and Medicare. Please tell me how many days of fully paid hospital care I am covered for if I have to go to the hospital?

A. You are covered for 120 days of in-hospital care except for any extra charges for a private room from the 90th to the 120th day. Medicare covers the first 90 days and your Statewide Plan will cover that part of your expenses not covered by Medicare; that is, the first \$40 of your hospital bill plus the \$10 a day you are expected to pay for the 61st thru the 90th day. You are then covered for an additional 30 days of fully paid care in a semi-private room under your Statewide Plan. Let me say, however that this is not the total in benefits you enjoy under the Statewide Plan. If you should have to stay in the hospital beyond 120 days, you would have benefits under the Major Medical portion of your Statewide Plan, with deductible and co-insurance applying.

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AWARDS — Commissioner Constantine Sidamon-Eristoff presents an Employees' Suggestion Program Certificate and a check to Mrs. Goldie Biberman, a Department of Highways' senior sten-

ographer, for her money-saving plan to reuse carbon interleaf manifolds. The four other department award winners, from left to right are, Frank J. Addeo, Louis R. Guastafarro, Louis May, and Frank Laurita.

Highways Department Cites 5 Aides

Highways Commissioner Constantine Sidamon-Eristoff presented the Department of Highways Employees' Suggestion Program Certificate of Award and checks which totalled \$157.50 to five employees for their money-saving ideas at a ceremony in his office, 40 Worth St., Manhattan.

"Suggestions such as yours," Eristoff told the award winners, "are the building blocks of improvements and advancements in

procedures, work methods and technology." The recipient of the biggest cash prize awarded by the Department was Louis May, a labor-

er in the Queens Asphalt Plant. His check was for a plan calling for the conversion of an old traction wheel to a traction wheel in the production of asphalt at the Queens plant, Harper St. and Flushing River, Corona.

The other winners were: Louis R. Guastafarro, a foreman in the Bronx Asphalt Plant, who received a check for \$35 for his idea of using a chute to bypass the vibrator screens in the asphalt-making process.

Frank J. Addeo, an engineering aide, who was awarded a check for \$15 for his suggestion of placing fire hydrants nearer to driveways which would allow more space for parking.

Mrs. Goldie Biberman, a senior stenographer, was the recipient of a \$12.50 check for the idea of further use of carbon interleaf manifolds.

Frank Laurita, a motor vehicle operator, was presented with a \$10 check for his plan of using lock-type battery straps on Department trucks.

Two Suffolk School Districts Recognize CSEA Exclusively

SMITHTOWN — The Suffolk chapter Civil Service Employees Assn., last week hailed the first two formal, exclusive recognitions in the County under the Taylor law.

Exclusive recognition was gained by the Hauppauge School District unit headed by Ina M. Nichols and the Amityville School District unit headed by Edwin Jackson. "The Hauppauge School District was the first to agree to exclusive recognition before the Taylor law went into effect," Suffolk chapter president Robert Villa commented, "and it is only fitting that it should be the first now." Villa said the chapter "anticipates similar recognition agreements in many more areas shortly."

Remember—Mail Moves The Country—but—Zip Code Moves The Mail!!!

Police Cadet Trainees Sought

The Police Cadet Project of the Board of Education's Manpower Development Training Program is seeking young men 18½ to 27 years of age and at least 5' 7" tall for a special training program to prepare them for entering a police career.

While a high school diploma is a requirement, applicants who do not have a high school diploma are also eligible as they will receive training which will prepare them for the high school equivalency test. Trainees will receive a stipend of from \$20 to \$70 per week, depending on their family status. The present need is especially great for young men who understand the problems of people in poverty areas.

Applicants may apply through their Local Youth Opportunity

Center or State Employment Service by asking for the Manpower Counselor. The Commonwealth of Puerto Rico at 322 West 45th Street, New York, N.Y. is also accepting applications for this Manpower Project.

Positions For Document Analysts

The Defense Intelligence Agency, of the United States Department of Defense, Washington, D.C. has immediate openings for grade 7 and grade 9 document analysts and abstractors. The salary for these jobs is \$6,451 for grade 7 and \$7,696 for grade 9. These positions demand college degrees.

For further information, contact Room 2E-239 at the Pentagon, Washington, D.C.

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Apply During Next 2 Weeks For 13 State O. C. Examinations

The New York State Department of Civil Service is accepting applications until Nov. 13 for 13 open competitive examinations, which will be held on Dec. 16. The exams follow.

Assistant in educational testing, exam number 21-584, \$9,290 to \$11,215.

number 21-581, \$4,725 to \$5,855.

Film production aide, exam number 21-330, \$4,466 to \$5,545.

Film production supervisor, exam number 21-331, \$10,330 to

\$12,430.

Hearing officer, exam number 21-483, \$12,140 to \$14,505.

Senior library clerk — Four County Library System, exam number 40-448, \$4,100 to \$4,920.

Senior library clerk—Southern Tier Library System, exam number 40-462, \$4,350 to \$5,110.

*Associate personnel examiner, exam number 21-583, \$10,896 to \$13,080.

*Senior personnel examiner, exam number 21-582, \$8,365 to \$10,125.

Photographer, exam number 21-705, \$5,615 to \$6,896.

Junior photographer and photographic examiner, exam number 21-707, \$4,725 to \$5,855.

VA Hospital Seeks Laundry Workers

The Veterans Administration Hospital, 800 Poly Place, Brooklyn, N.Y., adjacent to Fort Hamilton and the Verrazano-Narrows Bridge, has vacancies for laundry worker, \$1.52 to \$1.68 per hour. No experience is required. Nondiscrimination in employment.

For further information, call Mrs. F. Baron, 836-6600, ext. 389

Senior police examiner, exam number 21-706, \$8,366 to \$10,125.

Sign shop supervisor, exam number 21-711, \$8,365 to \$10,125.

*New York State residence not required.

U.S. Army Offers Jobs To Women

The United States Army offers young women the opportunity to work in exciting jobs while aiding their country's defense. There currently exists three year enlistment vacancies in the fields of medicine, data processing, administration and many other technical fields.

High school graduates, over 18 years of age, may contact Sgt. Faith Reed, Jackson Heights Recruiting Station, Roosevelt and Broadway Avenues, Jackson Heights, New York 11372, or call her at (212) OL 1-7979 for further information



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Alas
As big and lovable as it was, there were still some things some people didn't love about our old wagon.
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"The front doors are too narrow and too hard to get through."
So we made the front doors wider and easier to get through.
"The side doors get in the way when I'm loading," someone said.
So we put in a huge 3 1/2' by 4' sliding side door. Slide the door open. Slide the piano in.

Slide the door closed. It locks automatically in both positions.
"It doesn't have enough heater and vent outlets."
So now we have 6.
"It has too many little windows."
So we built giant ones.
"The windshield wipers are too small."
So we built giant wipers (to go along with the giant windows).
"It's kind of homely," someone finally said.
"Can you make it beautiful?"
Nope.

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- Bronx Balk-Defrini Motor Corp.
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- Brooklyn Economy Volkswagen, Inc.
- Brooklyn Kingsboro Motors Corp.
- Buffalo Jim Kelly's, Inc.
- Elmsford Howard Holmes, Inc.
- Fulton Lakeland Volkswagen, Inc.
- Geneva Dochak Motors, Inc.
- Glens Falls Bronley Imports, Inc.
- Hamburg Hal Casey Motors, Inc.
- Harmon Jim McGlone Motors, Inc.
- Hempstead Small Cars, Inc.
- Hicksville Walters-Donaldson, Inc.
- Hornell Suburban Motors, Inc.
- Horseheads H. R. Amacher & Sons, Inc.
- Hudson John Feore Motors, Inc.

- Huntington Fearn Motors, Inc.
- Inwood Volkswagen 5 Towns, Inc.
- Ithaca Ripley Motor Corp.
- Jamaica Manes Volkswagen, Inc.
- Jamestown Stateside Motofix, Inc.
- Johnstown Valley Small Car Corp.
- Kingston Amerling Volkswagen, Inc.
- La Grangeville Ahmed Motors, Ltd.
- Latham Academy Motors, Inc.
- Massena Seaway Volkswagen, Inc.
- Merrick Saker Motors Corp., Ltd.
- Middletown Greenspan Motors, Inc.
- Mount Kisco North County Volkswagen, Inc.
- New Hyde Park Auslander Volkswagen, Inc.
- New Rochelle County Automotive Co., Inc.
- New York City Volkswagen Bristol Motors, Inc.
- New York City Volkswagen Fifth Avenue, Inc.
- Newburgh F & C Motors, Inc.
- Niagara Falls Pat Dillon, Inc.
- Olean Olean Imports, Inc.
- Oneonta John Eckert, Inc.
- Plattsburgh Celeste Motors, Inc.
- Queens Village Weis Volkswagen Corp.

- Rensselaer Cooley Motors Corp.
- Riverhead Autohaus Corporation
- Rochester Breton Motors, Inc.
- Rochester F. A. Motors, Inc.
- Rochester Mt. Read Volkswagen, Inc.
- Rome Seth Huntley and Sons, Inc.
- Roslyn Dor Motors, Ltd.
- Sayville Bianco Motors, Inc.
- Schenectady Colonie Motors, Inc.
- Smithtown George and Dalton Volkswagen, Inc.
- Southampton Brill Motors, Ltd.
- Spring Valley C. A. Hoigh, Inc.
- Staten Island Staten Island Small Cars, Ltd.
- Syracuse Sprague Motors, Inc.
- East Syracuse Precision Autos, Inc.
- Tonawanda Granville Motors, Inc.
- Utica Martin Volkswagen, Inc.
- Valley Stream Val-Stream Volkswagen, Inc.
- Watertown Harbin Motors, Inc.
- West Nyack Foreign Cars of Rockland, Inc.
- Woodbury Courtesy Volkswagen, Inc.
- Woodside Queensboro Volkswagen, Inc.
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**Federal Government
Is Offering Quality
Control Positions**

A competitive examination for quality control assistants, GS-7, \$6,451 a year and quality control representatives, GS-9, \$7,696 a year has been announced by the Interagency Board of U.S. Civil Service Examiners, at the Defense Contract Administration Services region in New York City, eligibles will be considered for vacancies as they occur in other federal agencies in the area served by the board.

A variety of options is covered by the announcement. In addition to passing a written examination which will test their verbal abilities and quantitative reasoning, applicants must show progressively responsible experience in controlling the quality of material in an engineering, maintenance, production, inspection or other related activity.

Copies of the announcement, NY-7-61, may be obtained from the Federal Job Information Center, Room 304, 220 East 42nd Street, New York, N.Y. 10017, or from the main post offices in Brooklyn, Jamaica, Hempstead, Newburgh, New Rochelle, Patchogue, Peekskill, Poughkeepsie, Riverhead and Yonkers.

Applicants may come in, write or phone (212) 573-6101. Applica-

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Jobs will be received until further notice, but those interested in early consideration should file as soon as possible.

**U.S. Government
Illustrator Jobs**

The United States Civil Service Commission has announced that there are many positions available with the United States Government in the Washington, D.C. area and a few in other

parts of the country for illustrators. Starting salaries for these jobs are \$5,331 per year. Maximum salaries are \$10,927.

For further information write to the Interagency Board of U.S. Civil Service Examiners, U.S. Civil Service Commission, 220 East 42nd Street, New York City and as for Announcement WA-7-36.

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**VOTE NO. 3 IN COL. A
VOTE NO. 3 IN COL. D**



Teachers...

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DATE: Thursday, November 2, 1967
(Applicants may appear on this day)

PLACE: New York Board of Education
110 Livingston Street
Brooklyn, New York 11201
Room 414

TIME: Applicants may appear between the hours of 9:00 A.M. and 10:30 A.M.

There are long-term openings in New York City elementary schools for qualified persons. (B.A. and twelve appropriate credits in education). Successful applicants will be assigned to these openings and will be on a per diem salary basis until January 31, 1968. Thereafter, they will be classified as assigned regular substitute teachers and paid on an annual basis.

ONLY CANDIDATES PREPARED TO ACCEPT FULL-TIME ASSIGNMENTS SHOULD APPLY.

In order to establish current eligibility, an applicant must present an official or student copy of college transcript at the time of the examination. There is an application fee of \$3.00.

Starting salaries for New York City teachers are \$6,200 to \$8,450 per annum, depending on preparation. In September 1968, the starting salary will range from \$6,750 to \$9,350. Substitute teachers, paid on a per diem basis, earn 1/200 of their annual salary for each day of service. Experienced teachers will be granted salary credit for prior teaching service. Maximum salary in new contract is \$13,900.

For further information, please telephone:

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One Week Remains To File For 16 State Promotion Examinations

The New York State Department of Civil Service is accepting applications until Nov. 6 for 16 promotional examinations. Fourteen of these exams will be held on Dec. 18, with the remaining ones to be given on Dec. 29.

Each of the examinations is open only to permanent employees in the department or promotion unit for which it is announced. The 14 exams to be held on Dec. 18 follow.

Interdepartmental
 SENIOR PERSONNEL EXAMINER, exam number 32-798, G-18.
 PHOTOGRAPHER, exam number

32-872, G-11.
 SENIOR PHOTOGRAPHER, exam number 32-873, G-15.
 SENIOR LICENSE EXAMINATION TECHNICIAN, exam number 32-874, G-18.

Education

CHIEF, BUREAU OF PUPIL TESTING AND ADVISORY SERVICES, exam number 32-831, G-28.

Health

Excl. Hospitals
 MEDICARE PROGRAM COORDINATOR, exam number 32-004, G-27.

Labor

D. of E.
 ASSISTANT DIRECTOR OF WORKMEN'S COMPENSATION

REHABILITATION, exam number 32-781, G-23.

PRINCIPAL EMPLOYMENT SECURITY CLERK, exam number 32-782, G-11.

SENIOR UNEMPLOYMENT INSURANCE HEARING REPRESENTATIVES, exam number 32-783, G-18.

SUPERVISING UNEMPLOYMENT INSURANCE HEARING REPRESENTATIVE, exam number 32-784, G-23.

Transportation

ASSISTANT CIVIL ENGINEER, exam number 32-780, G-19.

NYSIS

SENIOR IDENTIFICATION CLERK, exam number 32-787, G-8.

HEAD IDENTIFICATION CLERK,

exam number 32-788, G-18.

Thruway

ASSISTANT THRUWAY STORAGE SUPERVISOR, exam number 32-795, \$6,625 to \$8,135. The two examinations to be given on Dec. 29 are:

Tax & Finance

SENIOR PARI MUTUEL EXAMINER, exam number 32-805, G-17.
 SUPERVISING PARI MUTUEL EXAMINER, exam number 32-806, G-20.

Volpini Discusses Health Insurance At Buffalo Chapter

BUFFALO — Buffalo chapter, Civil Service Employees Assn., held their October meeting at the Sheraton Motor Inn. The speaker Daniel Volpini of Ter, Bush and Powell discussed Health Insurance.

It was announced at this meeting that Mary Cannell, chapter president, had been elected third vice-president of the Western Conference.

The next meeting will be held November 15 at the Park Lane on Delaware Avenue. This will be a 6 p.m. dinner meeting.

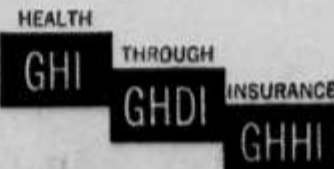
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Therapists are needed at the Outpatient Clinic of the Veterans Administration in Brooklyn. The clinic is recruiting to fill the following positions: occupational therapist, GS-6, 7 and 8, \$5,867 to \$7,068 per annum; manual arts therapist, GS 6, 7 and 8, \$5,867 to \$7,068 per annum; physical therapist, GS-6, 7 and 8, \$5,867 to \$7,068 per annum. Qualifications for these positions are graduation from an accredited professional school and appropriate experience for each grade. For further information write

to: Chief, Personnel Division, VA Outpatient Clinic, 35 Ryerson Street, Brooklyn, N.Y. 11205, or telephone (Area Code 212) 696-3044.

Physical Examinations

Medical and qualifying physical examinations were administered last week to some 963 candidates for railroad clerk, the City Personnel Department reported.

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State U. Chapter Grows With University

ALBANY—The State University of New York at Albany chapter, Civil Service Employees Assn., is growing along with the university. It too has put on a new face. Due to transfers, resignations, and other unavoidable withdrawals from the official staff it has been necessary to make some new appointments. The new officers are: president—Robert Whittam; vice president—Jack Haggerty; treasurer—Mary Harvey; secretary—Toni Busone; corresponding secretary—Rose Swiger; Delegate—Ben Comin; and Delegate-at-large—Edward Buckley.

21 Allegretta D Albany 85.5
22 Falzarano C Warnerville 85.1
23 McTarus J Albany 85.0
24 Jarnot D Cheektowaga 84.9

SR LAB TECH CLIN PATH
1 Johnson A Romulus 90.5
2 Fear E Albany 90.3
3 Field J Cl Islip 89.1

SR ECONOMIST IDP
1 Rohan K NYC 88.4
2 Herbst J Jamaica 88.3
3 Causey W Albany 87.5

SR ECONOMIST IDP
1 Kaplan M Albany 90.1
2 Bringer S Albany 84.0
3 McClintock J NYC 78.8

SR MECH CONSTR ENGR
1 Cummings R Troy 88.0

SR RES ANALYST MUNICIPAL
1 Stewart J Troy 81.2
2 Frey P Albany 80.7
3 Vanalstyne B Rensselaer 79.0

PRINCIPAL HEALTH INSURANCE REPRESENTATIVE G-27
1 Riley P Latham 930
2 Hilton P Troy 905

PRINCIPAL CLASSIFICATION AND PAY ANALYST G-27
1 Hilton P Troy 929
2 Riley P Latham 924
3 Loch B Bexford 901

SR LAB TECH MICROBIOLOGY
1 Hogan J Albany 88.9
2 Pfeiffer L Buffalo 86.3
3 Stock B Albany 86.0

SUPV CIVIL DEF REP
1 Dickson R Troy 88.1
2 Bushick E Whitesboro 85.9
3 Fogarty A Schenectady 85.0

RESEARCH ANALYST TRANS
1 Tamolunas C Albany 84.7
2 Johnson R NYC 84.6
3 Smith J Bklyn 83.3

DIRECTOR OF INTERAGENCY SERVICES G-31
1 Santon V Albany 1037

SR LAB TECH CHEMISTRY
1 Hogan J Albany 88.9
2 Field J Cl Islip 89.1
3 Lerora E Voorheesvil 86.5

ASST MECH CONST ENGR
1 Burns E Schenectady 81.2
2 Cullum J Orchard Pk 80.7
3 Young R Delmar 80.0

ASST IN COOP REVW SERV
1 Hart G Albany 80.5
2 King D Nassau 76.7

SR LAB TECH SAN BACTERIOLOGY
1 Hoara J Albany 88.9
2 Legers E Voorheesvil 88.5
3 Columbus A Troy 86.4

SR LAB TECH PHYSIOLOGY
1 Jackson P Colonie 85.5
2 Kellam J Buffalo 84.0
3 Ferrandino N Poestenkill 84.0

SR INVESTIGATOR
1 Hoenig A NYC 88.4
2 Goodwin J Bx 88.1
3 Ruhs H NYC 82.9



DINNER GUESTS — Guests at the annual dinner and dance of the Syracuse State School chapter, Civil Service Employees Assn., are introduced by Clarence Laufer, center, president of the chapter. Left to right are: Dr. Lloyd Watts, assistant director of the institution; Congressman James Hanley (D-34CD); John Hennessey, treasurer of the Statewide Association; Laufer; Theodore Wenzl, first vice-president of the Association; Raymond G. Castle, chairman of the CSEA public relations committee and Dr. George Buckholtz, director of the Syracuse State School.

East Greenbush Non-Teaching Aides Join CSEA

EAST GREENBUSH — The majority of non-teaching employees in the East Greenbush Central School District have formed a unit of the Rensselaer County chapter of the Civil Service Employees Assn. It was reported that 96 of the 110 workers have signed to join the Association which will represent them in collective bargaining for wages and fringe benefits. The employees conducted an organizational meeting recently at the VFW Hall on Hayes Road in East Greenbush near Albany, and at the same time elected temporary officers. John Foote was named president. Other temporary officers are Joseph Reichert, vice president; Irma Groesbeck, secretary, and Robert Westfall, treasurer. Meeting with the employees were John J. Pender and John M. Carey, field representatives for the State CSEA.

The new county unit will meet in the near future to formulate a program for the year and adopt a wage and fringe benefit package which they will present to the School district. The new unit also will file a petition with the School District asking that CSEA be recognized as the bargaining agent for all the non-teaching school employees in the district, under the Public Employees Fair Employment Act or Taylor Law.

The unit is comprised of bus drivers, maintenance, custodial and cafeteria personnel.

Capital Dist. Conf. Chooses Committee

At the recent meeting of the Capital District Conference of the Civil Service Employees Assn., members of the Executive Committee will serve with the officers through the 1967-1969 term and will be the first Executive Committee to serve for two years.

The members who will serve are: Harry Kolothros; Shirley Ellett; Al Briere; Leon Kaplan; Ernest Strobel; all of whom will be representing State Agencies, and Ruth Owens who will represent the County employees.

Max Benko, conference president, presided at the session, which was the first regular business meeting of his term. Dinner arrangements were under the auspices of Mrs. Mary K. Hart, chairman of the Social Committee. Assisting Mrs. Hart were Madeline Wolfgang, Irene Daugherty, Eileen Tanner, Paul Cummings and Robert Cozzens.

Lindenhurst CSEA Elects Livingston

The Lindenhurst unit of the Civil Service Employees Assn. recently elected their officers for the coming year as follows: Felix Livingston president for a 6th term; Arthur Pastore, first vice president; Robert Tame, second vice president; William Stine, secretary; John Naughton, treasurer; Joseph Leidner, sergeant at arms; trustees—Charles Reve and Henry Novak.

Annual Meeting Underway, Election Of New Officers To Highlight 57th Session

ALBANY—The Civil Service Employees Assn., representing 155,000 members employed by New York State and local governments, is conducting its 57th annual meeting Oct. 30 through Nov. 1 at the Concord Hotel, Kiamesha Lake.

More than 1,000 delegates from 120 chapters throughout the State are expected to attend the sessions.

A series of panel discussions on several pertinent and timely issues will highlight the first night of the conclave. The panels will run concurrently, beginning at 8:30 p.m. and will consist of experts in the subject matter to be discussed. Topics will range from the Public Employees Fair Employment Act or Taylor Law which became effective Sept. 1, to the recent State Constitutional Convention, and Health Insurance.

The business session will begin the morning of Oct. 31, continuing through that day and into Nov. 1, if needed.

New Leadership Installation of new statewide officers and representatives from the various State departments will highlight the delegates' banquet

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Industrial Specialists, \$7,696+

The Interagency Board of U.S. Civil Service Examiners for the Greater New York

City area has announced a competitive examination for industrial specialists at Grades GS-9, \$7,696 a year and GS-11 \$9,221 a year. Although most of the positions will be at the Defense Contract Administration Services region in New York City, eligibles will be considered for vacancies as they occur in other Federal agencies in the area served by the

board. This includes New York York State.

In addition to passing a written examination which will test their verbal abilities and quantitative reasoning, applicants will be required to show appropriate experience which will have given them a general understanding and a practical knowledge of the methods, materials, machinery and facilities used in industrial production operations.

Copies of the announcement, NY-7-60, may be obtained from

the Federal Job Information Center, Room 304, 220 East 42nd Street, New York, N.Y. 10017, or from the main post offices in Brooklyn, Jamaica, Hempstead, Newburgh, New Rochelle, Patchogue, Peekskill, Poughkeepsie, Riverhead and Yonkers.

Applicants may come in, write or phone (212) 873-6101. Applications will be received until further notice, but those interested in early consideration should file as soon as possible.

U.S. Court House Seeks Clerk Steno

The U.S. Department of Justice is seeking a clerk stenographer, to work half time on a permanent basis in its Employment Placement office in the U.S. Court House, Foley Square, Manhattan. The position pays \$2.30 per hour.

For further information, contact David Leibowitz, Room 207, U.S. Court House, Foley Square, Manhattan or phone 264-6443.

Free Booklet on Social Security, Mail only. Leader, Box 8, 97 Duane St., New York, N.Y., 10007.

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Special Investigations Inspector Orals

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Shoppers Service Guide

Get The Authorized CSEA License Plate The only car license plate authorized by the Civil Service Employees Assn. is that which is sold through CSEA Headquarters, 100 W. 42nd St., Albany. The plate which sells for \$1. can also be ordered through chapter officers.



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Saratoga Co. Chapter Submits 8-Percent Raise Package To Board

SARATOGA SPRINGS—The Saratoga County chapter of the Civil Service Employees Assn. has submitted a detailed package, calling for an 8 percent salary increase and improved fringe benefits for all county employees, to the county's Board of Supervisors.

The package also contained statements and figures comparing wages of persons in various types of industries and business with that of the county workers. The tabulations were developed jointly by the chapter and the Research Department of the State CSEA.

Besides the pay raise, the county CSEA chapter is asking the board to consider the following other requests for the fiscal year which begins January 1:

- Cash payment for work in excess of 40 hours per week at a time an done-half rate for all county workers
- Enactment of a resolution to provide a noncontributory retirement plan with half pay after 30 years service.
- Fully-paid hospitalization plan for all employees.
- Conversion of Highway Department employees paid on an hourly basis to an annual salary and reduction of their work week from 45 to 40 hours.
- Tenure for certain non-competitive employees.
- An increase in sick leave accumulation from 60 to 120 days, and
- Modification of the Saratoga County personnel rules to provide five days personal leave a year.

In addition to the wage increases for workers in outside business and industry, the report also cited other reasons for the above requests, including the proposed 10 percent federal income surtax; an increase in the Social Security tax, and the possibility of an increase in New York State income tax. The report stated that in this connection, "it is anticipated it would require an additional increase of approximately three to four percent in gross pay to keep from reducing the employee's take-home pay.

The CSEA chapter contends that cash payment for overtime work would be in the best interests of both the employer and employee. Compensatory time off, the report stated, "very often leads

to false economy since it defers until a later time for granting time off in jobs where the workload demands overtime work, rather than permitting an employee to take additional time off."

Regarding fringe benefits, the statement points out that over the past years the value of those

offered by employers in industry have reached the point where "the complete package either now equals or exceeds those offered by government jurisdictions."

The report was submitted to the County board's law and finance committee by Edward Wilcox, president of the Saratoga County chapter.

Rensselaer Co. Chapter Installs Ruth Owens Pres.

TROY—Mrs. Ruth Owens, case supervisor in the Children's Division of the Rensselaer County Department of Social Services, recently was installed for her second two-year term as president of the County chapter of the Civil Service Employees Assn.

The annual installation banquet was held at the Sunset Inn in Troy.

Other officers installed by John M. Carey, CSEA field representative, were: John Vallee, Social Services Department, first vice president; Robert M. Hayden, Probation Department, second vice president; James T. Bollis, Social Service, treasurer, and Mrs. Annamae W. Griffin, County Clerk's Office, secretary.

Edward J. Gusty, also a CSEA field representative and a past president of the local chapter, was toastmaster.

A. Victor Costa of Troy, past president of the Capital District Conference of CSEA and candidate for Statewide first vice president in the recent election, was the main speaker. Costa praised

the accomplishments of the chapter wage and salary committee, headed by Joseph Lazaroni of the Health Department.

Adoption of the 1/60th State retirement plan for the county employees was cited as a tremendous asset by Costa.

Among the 200 members and guests at the dinner were Chairman of the Board of Supervisors Joseph Fitzgerald and Mrs. Fitzgerald; County Highway Superintendent Joseph C. Casey, Social Services Commissioner William P. Wade and County Probation Director Joseph D. Garrett. John Vallee was chairman of the dinner.

Hempstead Village CSEA Unit To Elect

HEMPSTEAD—The Hempstead Village unit, Nassau chapter, Civil Service Employees Assn., will choose officers Nov. 15 in voting at the American Legion Hall.

The nominees are: Roy Miller and Thomas Abramski for president; Gus Carey and Nicholas Petrone for vice president; Louis Elanco, Al Goldberg and Louis Huskins for treasurer; and Marie McLaughlin, Janet Albright and Rita Fay for secretary.

Overtime Pay

(Continued from Page 1) Budget asking for copies of any official interpretations that have been made.

The Employees Association maintains that application of the new overtime rules is disrupting the long established mode of living of the personnel involved.

Changing Days

Resolution of the controversy over the swapping of days between correction officers was also requested by CSEA. Association officials said they support the efforts of the Correction Department in attempting to obtain further liberalizations of these rules to allow this and at the same time to continue eligibility for premium pay when overtime is worked.

The Association has sent a telegram to State Budget Director T. Norman Hurd asking for a meeting to discuss and hopefully resolve, the issues surrounding the overtime rules as they apply to Correction Department personnel.

Erie Defends

(Continued from Page 1) "it must be noted that under the present administration of County Executive Edward Rath and with the cooperation of the present Board of Supervisors, our proposals have always been courteously received and given fair consideration."

"As in every election, the Board of Directors of Erie County chapter, CSEA, urges all of its members to examine the record of all candidates running for office and to vote according to their own conscience and best judgement," Cummings said.

Psychologists

(Continued from Page 1) Michael Demacio, Creedmore State Hospital; secretary—Isadore Siegal, Creedmore State Hospital; delegate—Herbert Kaplan, Matteawan State Hospital; delegate—John Walker, Central Islip State Hospital; delegate—Leonard Vener, Ph.D., Sing-Sing Prison.

This newly formed group has a membership of over 80 per cent of the 140 psychologists who are employed by the State Department of Mental Hygiene.

This affiliation with the Civil Service Employees Assn. has resulted in the concurrence by the Civil Service Employees Assn. that they will represent them under the new law.



BLOODMOBILE — Some of the guests at the recent blood captains' dinner, sponsored by the Metropolitan Division of Employment chapter, Civil Service Employees Assn., were given a tour of the "Bloodmobile"—a converted bus which can be used for the donation of blood at convenient centers near the donors' place of employment. Left to right, are: Judith Schwartzstein of the New York Blood Center; Louis Feldman of the Health Insurance Plan of New York; William O'Brien, manager of the Statewide Plan of Blue Cross-Blue Shield; Joseph F. Feily, president of the Statewide Association; Robert Dalley, president of the Metropolitan Division of Employment chapter, CSEA; Alfred Green, executive director of the Division of Employment; John Power of Group Health Insurance and Nancy Bernhardt, staff nurse of the New York Blood Center.

Pkwy. Authority

(Continued from Page 1)

James J. Lennon, chapter president, in hailing the move as a "breakthrough" in this sector of public employment."

In his letter to Joseph F. Feily, Statewide CSEA president, Merritt said that "It is the policy of the East Hudson Parkway Authority to promote a harmonious and cooperative relationship between the public by assuring at all time, the orderly and uninterrupted operations and functions of the Authority.

CSEA Majority

"In accordance with this policy, the Authority Board, at its meeting on Sept. 28, 1967, approved a resolution formally recognizing the Civil Service Employees Assn. as the sole and exclusive bargaining agent, representing the employees of the East Hudson Parkway Authority as a single unit. The recognition was based on the fact the approximately 90 percent of the employees have signed deduction cards authorizing the Authority to deduct dues from each paycheck to cover their membership in the Civil Service Employees Assn. . . . The Authority has designated Ernest T. Perkins, executive director, as the Authority's bargaining agent in future negotiations with the Association."

The letter further stated that CSEA will be entitled to unchallenged representation status until Sept. 10, 1968 under Section 203 of the Civil Service Law.

CSEA sent a letter to the Authority last Sept. 20 requesting recognition, in addition to proof of dues deduction authorization and an affirmation of "no-strike" which is required by law before recognition can be granted.

Michael W. Kriska

Michael W. Kriska, chief supervising nurse, an employee of the Binghamton State Hospital for 37 years died suddenly on Oct. 6. Mr. Kriska was a career nurse at the hospital, where he joined the staff as a psychiatric attendant in 1930 after his graduation from the Binghamton Central High School.

Mr. Kriska was a member of the New York State Civil Service Employees' Assn. and had been a delegate to a number of its conventions and was active on the Binghamton Chapter Membership Committee. He was also a member of the Binghamton State Hospital School of Nursing Alumni Assn.

Mr. Kriska lived at 1256 Vestal Avenue Binghamton, New York and is survived by his wife, Rayola, of Binghamton.

Eligible Lists

- ASSOC ECONOMIST LABOR RSCH**
- 1 Dorfman S Bx 79.6
 - 2 Israel R Bklyn 79.7

- SUPV AQUATIC BIOLOGIST**
- 1 Parker C Delmar 85.7
 - 2 Neff P Saratoga Lk 83.9
 - 3 Wich K Tyral 83.6
 - 4 Distach E Stamford 77.4

- SR LAB TECH BIOCHEM**
- 1 Field J Cui Islip 89.1
 - 2 Jackson P Colonia 88.6
 - 3 Kiley C Poughkeepsie 88.0
 - 4 Kellam J Buffalo 84.4
 - 5 Ferrandino N Postenkill 84.0
 - 6 Rook R Watervliet 82.9
 - 7 Dertel D Albany 82.3
 - 8 Tisdale R Buffalo 81.5
 - 9 Gallivan M Buffalo 81.5
 - 10 Smith P Buffalo 80.5
 - 11 Guerrant J Angola 80.4
 - 12 Burrows B Albany 80.3
 - 13 Russell M Altamont 80.2
 - 14 Alderman S Buffalo 77.5
 - 15 Symons M Bklyn 77.2
 - 16 Speicher P Roma 76.8
 - 17 Phillips M E Elmhurst 76.4
 - 18 Calkins H Albany 75.3
 - 19 Andros K Cheektowaga 75.1

- SR LAB TECH BIOPHYSICS**
- 1 Ferrandino N Postenkill 80.3
 - 2 Barber R Albany 79.2
 - 3 Russell M Altamont 78.4
 - 4 McHugh C Albany 77.4
 - 5 Symons M Bklyn 77.2

- SR PUB WK WAGE INVEST**
- 1 Liberto A Geneva 81.5
 - 2 Koster F Ballston 80.3
 - 3 Newell L Albany 79.2
 - 4 Parker J Clay 78.4
 - 5 Morlock F Albany 78.0
 - 6 Drake B Binghamton 75.5

- SR PURCHASE SPECIFICATION WRITER (MECHANICAL) G-28**
- 1 Palmer H Stathens 84.5
 - 2 Kennedy P Albany 83.1
 - 3 Buchholz A Claverack 79.5

- SUPERVISING MOTOR VEHICLE REFEREE G-30**
- 1 Schwartz H Hunstn 87.5
 - 2 Basner M Bayside 85.1
 - 3 Whelan R Westbury 83.8
- HD MAIL SUPPLY CLK**
- 1 Gibson E Albany 87.1
 - 2 Walsh C Troy 85.4
 - 3 Skeels J Bklyn 79.4