

Civil Service LEADER

America's Largest Weekly for Public Employees

Vol. XXXII, No. 20

Tuesday, January 12, 1971

Price 15 Cents

ALBANY
33 ELK ST
MB CORRETT
728831-COMP-DEMP-
AN 12224

ELIGIBLE LISTS

See Page 11

Employees Association Charges:

Lack Of Security Personnel Posing Direct Safety Threat In Metro State Institutions

Employees and patients in Metropolitan New York State hospitals are sitting on a veritable time bomb due to a drastic lack of internal security, it has been learned by the Civil Service Employees Assn., which represents most State hospital workers.

Assaults, fires, personal threats directed at employees and bomb scares are but a few of the elements that have made employment in these hospitals hazard-

ous at best, according to spokesmen at the Brooklyn, Manhattan and Bronx State institutions. A survey by CSEA at these and other hospitals shows that the tinder box conditions were directly related to inadequate staffing of the security division.

CSEA president Theodore C. Wenzl has asked Mental Hygiene Commissioner Alan D. Miller to meet the immediate threat of more violence by beefing up the security forces at the Metropolitan state hospitals. The CSEA leader also requested that Miller launch an immediate investigation at every facility under his jurisdiction to determine if there are adequate security forces to protect both patients and employees.

The situation was recently spotlighted at Brooklyn State where arrests were made stemming from a serious physical assault on an employee followed

(Continued on Page 3)

Delay Lawsuit Forcing C-O-L Boost In Nassau

MINEOLA — Nassau's new County attorney, Joseph Jaspán, requested and received last week a two-week adjournment in the lawsuit filed by the Nassau chapter of the Civil Service Employees Assn., seeking immediate payment of an additional \$500,000 in cost-of-living pay boosts.

The chapter sued after the new County executive, Ralph G. Caso, stalled on the issue despite an arbitrator's decision upholding the CSEA contention that the rise had been 7.6 percent, although the County had budgeted only 7.1 percent. The adjustment was provided in the CSEA contract.

Regional attorney Richard C. Gaba said that the adjournment was required because Jaspán did not take office until Jan. 1, after the case had been initiated, and because the eventual ruling will be retroactive. The hearing scheduled for Jan. 8 was put off to the 22nd.

Chapter president Irving Flaumenbaum said he expected a favorable ruling without further delay.

DOT Job Dangers Cited

Job Freeze Talks Bring No Result; CSEA Insists On Meeting With Governor

(Special To The Leader)

ALBANY — The Civil Service Employees Assn. has renewed its request for a personal meeting with Governor Rockefeller concerning cutbacks in State services, especially in the area of snow and ice removal, after CSEA officials failed to make any headway in recent discussions with the State Office of Employees Relations and the Department of Transportation.

"At the request of the Governor, we've met three times since New Year's Eve with his top aides and, to date, have not received any assurances from the State that the problem will be resolved," said CSEA president Theodore C. Wenzl. "Our primary concern at the moment is the reduction in snow and ice removal services and the assignment of highway maintenance personnel, all of whom formerly worked the day shift,

to four shifts covering a 24-hours-a-day, seven-days-a-week period in order to avoid payment of overtime."

Wenzl told the Governor in a recent letter: "We can only conclude that the State Administration is treating its rank-and-file employees as numbers rather than as individuals since the implementation of the shift arrangement took effect in most areas on Christmas Eve, an evening these underpaid, hard-

working men had planned to spend with their families."

Losing, Not Saving

Wenzl noted in the letter that CSEA feels the DOT's projected savings of \$2.5 million in overtime "will not really be a savings at all but a loss (to the State) in that employees who previously had performed duties which should only be accomplished during daylight hours are now mostly idle unless there is a snow emergency."

The CSEA leader then cited the Governor's letter of Dec. 22 in which Rockefeller reaffirmed his "deep commitment to the well-being of our civil servants who work so effectively to make out State government function." Rockefeller said then that he was "confident that this matter can and will be resolved in the best interest of your members and the people of this great State." Wenzl said that the Governor's statement "clearly indicates his desire to bring this matter to a satisfactory conclusion. Therefore, since we cannot resolve the problem through the Office of Employee Relations, CSEA feels that a meeting with the Governor is

(Continued on Page 9)

Important Health Insurance Changes For State Employees

ALBANY — The Health Insurance Section of the New York State Dept. of Civil Service has announced some major additions and changes in health insurance benefits for State employees. The announcements deal with abortion, sick leave accruals and Medicare.

ABORTION

Under the Statewide Plan and the GHI Option, the State health insurance program provides benefits for legal abortions. Benefits are available only to the wife in a covered family and only with respect to those pregnancies beginning on or after the effective date of family coverage. Under the HIP portion of the HIP Option, these benefits are available, as they have been in the past, to any female covered under the group contract whether or not she is enrolled under family coverage or as an individual enrollee.

CHANGE IN APPLICATION OF SICK LEAVE ACCRUALS

Chapter 407 of the Laws of 1970, effective October 1, 1970, amends Section 167 of the Civil Service Law and provides that the dollar value of a State retiree's accumulated but unused sick leave shall, if such dollar value amounts to less than \$100, be applied to pay the full amount of any premium charges which he is required to pay under the health insurance plan until such dollar value is exhausted.

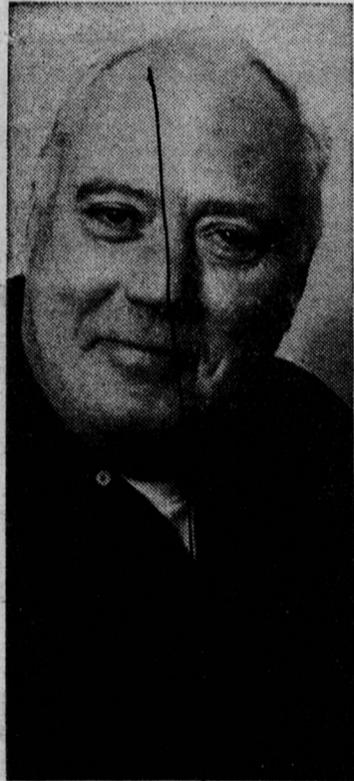
This requires no change in your method of reporting sick leave and does not affect our computations in any case where the value of the sick leave exceeds \$100.

MEDICARE DEDUCTIBLE AND COINSURANCE INCREASE

The initial deductible amount under Medicare, Part A, hospital benefits will increase Jan. 1, 1971, from \$52 to \$60 for each benefit period. This increase will be absorbed by Blue Cross under the State health insurance program. Under Social Security law, the deductible amount increases as hospital costs increase.

Daily coinsurance will increase from \$12 to \$15 for the 61st through the 90th day of hospitalization and from \$26 to \$30 while utilizing the 60-day lifetime reserve. These increases will be absorbed by Blue Cross under the State program.

Coinsurance during confinement for those both over and under 65 years of age in an extended-care facility, will be increased from \$6.50 to \$7.50 on Jan. 1. There is no supplementary coverage for this charge under any part of the State program whether the patient is over or under 65 years of age.



DYNAMIC — James F. Kelly, president of the Lakeland School District unit of CSEA in Westchester County, recently announced that the district's cafeteria workers will disband their independent association and plan to become members of CSEA. Kelly, a dynamic organizer, has tripled the membership of his unit in his first year as president and works closely with Michael Del Vecchio, Westchester County chapter president.

Inside The Leader

Niagara Chapter Irate Over Impasses.

See Page 14

Trooper Officers Map Strategy.

See Page 4

Nassau Chapter Signs Dental Pact.

See Page 3

New Roswell Park Chief To Address Western Conference.

See Page 3

Don't Repeat This!

For Civil Service

Governor's Message Indicates A Tough Session Lies Ahead

"BELT-tightening" was the keyword in the State of the State message delivered to a joint session of the Legislature by Gov. Nelson A. Rockefeller. However, it increasingly appears that a figure of speech relating to keeping trousers up may turn out to be a noose around the necks of civil service employees.

(Continued on Page 2)

DON'T REPEAT THIS!

(Continued from Page 1)

The State's fiscal position as pictured by Governor Rockefeller is indeed bleak. As graphically painted by the Governor, mandated costs will add \$1.3 billion to the State Budget that amounts to \$7.1 billion for the current fiscal year. Included in the mandatory items is an increase of \$409 million for State employees, based on an agreement hammered out last year in vigorous bargaining sessions between the State Administration and the Civil Service Employees Assn. However, what is clearly implied is that there will be tough sledding ahead for State employees seeking further realistic salary adjustments reflecting increased living costs or obtaining equitable job classification, improved pensions, and other fringe benefits and working conditions.

The full tale of budget woes has not yet been told. The dismal details will finally be detailed some time between Jan. 21 and Feb. 1. On Jan. 21, President Richard M. Nixon will deliver his State of the Union message to a joint session of Congress. That message supposedly will spell out the details of the National Administration's program for revenue sharing. Presumably, Governor Rockefeller will allo-

cate the indicated State share in Federal revenue sharing as a balancing item in the State Budget. Under the State Constitution, the Governor must submit his proposed budget to the Legislature not later than Feb. 1.

More Taxes Seen

From what the Governor has so far disclosed, the budget will call for expenditures of approximately \$8.2 billion. However, the Governor and his budget aides have been tight-lipped about revenue plans. It is believed by fiscal experts that the Governor will recommend a one-cent increase in the sales tax to produce \$300 million in revenue, together with an increase in the State income tax. It is further guessed by fiscal experts that the Governor will throw into the revenue pot to balance the budget the amount estimated to be the State's allocation in the Federal revenue program that will be announced by President Nixon.

Since no one knows what Congressional reaction will be to the President's proposal, the State Budget will be held together by chewing gum, toothpicks, a hope and a prayer. If Congress does not come through on Federal revenue sharing in amounts recommended by the President, the State Budget will become unstuck, thereby creating another fiscal crisis for the State a year later.

The other phase of the budget game plan will be a squeeze on civil service personnel at all levels—Federal, State and local. In the closing moments of 1970, President Nixon vetoed, on the ground that it was inflationary, a bill approved by Congress to provide a four-percent wage increase to blue-collar workers. Both the State and City of New York have resorted to lay-offs of provisional and temporary employees, to emasculation of promotion opportunities, and to freezes on hiring new employees

to fill vacancies.

These practices in New York City have provoked strike threats by police and sanitation workers and a limited job-action by the City's firefighters. Apparently the State and other local governments are prepared to follow the same disastrous tactics in dealing with their civil service employee demands for realistic salary adjustments and improved working conditions. In contrast to substantial wage and pension benefits gained in recent weeks by employees in the private sector, public service employees are expected by their governments to become more than ever second-class citizens and the scapegoats for the disarray in government budgets.

The Civil Service Employees Assn., Police, Fire and other civil service employee organizations have their work cut out for them in the weeks and months ahead to avoid civil service strangulation by belt-tightening.

Building Rehabilitation Jobs Waiting In Wings Set To Close Jan. 26

To build your career as a building rehabilitation specialist, you will first need five years in the construction trades—as a construction superintendent; journeyman-level mason, carpenter, plasterer, iron worker or plumber; contractor; architect; engineer; housing inspector; construction inspector, or in financial analysis of construction.

Substitutes include having a college degree in civil engineering, architecture or a related field, credited on a year-for-year basis up to four years. Requirements must be met by Jan. 26, the stipulated deadline date.

Salaries offered are \$9,400 at the first step, going upward to \$11,500. Openings, situated with the Housing & Development Administration, number an estimated 55. Candidates will be weighted totally on training and experience, as well as being subject to the usual medical exam. For more information, visit the Personnel Dept. application unit at 49 Thomas St., New York 10013.

HIGH SCHOOL DIPLOMA MONROE BUSINESS INSTITUTE

- ACCEPTED FOR CIVIL SERVICE
- JOB PROMOTION
- EXCELLENT TEACHERS
- SHORT COURSES - LOW RATES
- VETERAN TRAINING - TEL: 933-6700

115 EAST FORDHAM ROAD BRONX 10468 933-6700

FROM THE FINEST



By EDWARD J. KIERNAN
Pres., N.Y.C. Patrolmen's Benevolent Assn.

(The views expressed in this column are those of the writer and do not necessarily constitute the views of this newspaper.)

Pension Adjustments

AT BEST, the retirement years can be filled with uncertainty for former government employees. Personal health presents increasing problems; survival on a barely adequate pension requires constant careful planning, and continuously increasing demands made by spiralling costs upon a fixed income cloud the future.

IN THE PAST, the New York State Legislature has moved to eliminate some of this uncertainty by adopting a bill, introduced by Senator Martin Knorr and Assemblyman Stephen Creco, which provides pension adjustments for certain police retirees based on changes in the Consumer Price Index. This benefit is made available only to employees who are retired on disability or who are at least 62 years old. Furthermore, the measure provides a supplement for only one year, at the end of which it expires. In order to continue the benefit for another year, the Legislature must reconsider the question and adopt a new bill.

THIS FIRST EFFORT to stabilize the purchasing power of retired civil servants was warmly received by the mem-

(Continued on Page 15)

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.

Social Consciousness

IT ISN'T OFTEN that private industry makes a direct contribution to civil service public relations.

BUT WHEN IT does, it usually is highly intelligent, factual and most effective.

WE CALL IT "industry's social consciousness," because industry cannot live in a vacuum.

IT MUST LIVE within the rules of the society in which it works and thrives.

MORE AND MORE businessmen and industrialists are discovering that they are in for serious trouble if they turn their backs on social and political problems (ask the auto and oil industries.)

THE CONTRIBUTION to civil service public relations we had in mind was published as a full-page advertisement in "Newsweek" magazine by the Warner and Swasey Company of Cleveland.

IT IS TITLED: "With profound admiration and gratitude

we salute AMERICA'S POLICEMEN."

THE REMAINDER of the message is brief, pointed, and as timely as your wrist watch.

WE QUOTE the words in their entirety:

"EXCEPT FOR you and your courage and integrity, our so-called civilized cities would be jungles, our children unsafe even in their own home and school yards, our businesses would be in a losing war with hoodlums.

"YOU AND the fine wives who back you up are what keep this country of ours from plunging into chaos.

"WE AND ALL decent Americans are deeply grateful to you, and we are immensely proud to be fellow citizens of men like you."

WELL SAID and how true!

A Long, Swinging Portugal Weekend

Only \$224, plus \$15 gratuities. From Feb. 11 to 15.

A sumptuous package that includes air fare, hotel room, breakfast and a gourmet dinner every night in the luxurious Estroil Del Sol Hotel.

For remaining space, write: Irving Flaumenbaum, 25 Buchanan St., Freeport, N.Y. 11520. Phone (516) 868-7715.

Vacation Bonanzas!

AIR/SEA CARIBBEAN CRUISE — SS REGINA — Via KLM Royal Dutch Airlines New York/Curacao and sailing from Curacao — leaving Feb. 20 and returning Feb. 27. \$296.00 up. Price Includes: Cruise with all meals at minimum cabin value of \$129.00 and transfers. PORTS VISITED: Curacao, Trinidad, Barbados, Martinique, St. Vincent, LaGuaira (Caracas, Venezuela). Write to Mrs. Blanche Rueth, 96 Whaley St., Freeport, N.Y. 11520. Tel.: Home (516) 546-8888 after 6:00 P.M. Office: (516) 542-2858.

Air/Sea Caribbean Cruise — SS REGINA — Via KLM Royal Dutch Airlines New York/Curacao and sailing from Curacao — leaving March 13 and returning March 20, \$296.00 up. Price Includes: Cruise with all meals at minimum cabin value of \$129.00; Transfers. PORTS VISITED: Curacao, Antigua, Guadeloupe, St. Lucia, Grenada, La Guaira (Caracas, Venezuela), Curacao. Write to Miss Emily Riordan, 1501 Broadway, Suite 709, New York, New York 10036. Tel: (212) 868-3700.

ISRAEL — March 2 to 11. Via KLM and with beautiful weather. Only \$515, plus \$20 gratuities. Visiting Tel Aviv, Jaffa, Haifa, Jerusalem, Bethlehem, Negev, Gaililee, Caesarea. Hotel rooms, breakfast, dinner and sightseeing included. Write Mr. Flaumenbaum (see Portugal trip).

ARUBA — April 24 to May 1. Only \$326 complete, with flight, hotel rooms, deluxe meals, glorious beach and sun. Write Mrs. Grace Smith, R.D. Box 1195, Waterford, N.Y. Phone (518) 371-6729.

ROME AND FLORENCE — At Easter, only \$371 complete. Five days in Rome, three in Florence. Meals, flight, rooms, sightseeing throughout. A CSE&RA favorite. Write Samuel Emmett, 1060 East 28th St., Brooklyn, N.Y., 11210. After 5 p.m. telephone (212) 253-4848, 4488.

Open only to members of Civil Service Education & Recreation Assn and their immediate family. For Fall and Winter program brochure, write to CSE&RA, P.O. Box 772, Times Square Station, New York, N.Y. 10036.

MEN-WOMEN — We'll Teach You To Earn High Pay With STENO TYPE

Uses simple ABC's—No prior steno or typing needed
CIVIL SERVICE & BUSINESS NEEDS YOU
Court Reporter—Legal-Exec. Secretary—
Free Lance Reporter
Attend Days/2 Eves./Sats. Only
FREE PLACEMENT TO OUR GRADUATES
LAST WEEK FOR REGISTRATION
JANUARY CLASSES.



U.S. GOVT. APPROVED
FOR PUBLIC EMPLOYMENT

FREE 1971 CATALOG
WO 2-0002

STENO TYPE ACADEMY
259 BROADWAY (opp. City Hall)

CIVIL SERVICE LEADER
America's Leading Weekly
For Public Employees
Published Each Tuesday
669 Atlantic Street
Stamford, Conn.
Business and Editorial Office:
11 Warren St., N.Y., N.Y. 10007
Entered as Second-class matter and
second-class postage paid, October
3, 1939 at the post office at Stamford,
Conn., under the Act of March
3, 1879. Member of Audit Bureau
of Circulations.
Subscription Price \$5.00 Per Year
Individual Copies, 15c

New Roswell Chief Set To Be Main Speaker At Western Conf. Meeting

BUFFALO—Dr. Gerald P. Murphy, recently appointed director of Roswell Park Memorial Institute, will be the principal speaker Jan. 23 at a day-long meeting and dinner of the Western Conference of the Civil Service Employees Assn.

Bernard Ryan and Robert Guild, collective bargaining specialists from CSEA Albany headquarters, will be available to guide discussions during both the morning workshop session and the afternoon conference.

The calendar of events will start with the workshop for County chapters at 10 a.m. in the Executive Motor Inn, 4243 Genesee St., Cheektowaga, opposite Greater Buffalo International Airport.

John S. Adamski, Conference president and president of the Roswell Park CSEA chapter, the

Conference's host chapter, will preside throughout the day. The Conference begins at 1:30 p.m., followed by cocktails at 6 p.m., dinner at 7 p.m. and dancing at 9:30 p.m.

Dr. Murphy will speak during the dinner portion of the program. He was appointed late in 1970 to the top job at the State cancer research center in Buffalo.

Dinner reservations for the conference can be made through the mail to Mrs. Genevieve Clark, treasurer, RPMI chapter, 34 Russell Ave., Buffalo, N. Y. 14214. Tickets are \$8, including tax and gratuity.



Seated, from left, are Earl H. Bumps, Warren County chairman, Bob Thompson, CSEA chapter president, and Henry J. Metzner, CSEA regional attorney, signing the contract won by the Warren County

Civil Service Employees Assn. for Warren County employees. Standing, from left, are Thomas M. Lawson, Warren County attorney; J. E. Tucker; Frank Smith; CSEA collective bargaining specialist Pat Monachino; Tom Lapham, and Dougals Persons.

Lack Of Security Help

(Continued from Page 1)

by subsequent threats to other personnel.

Way Undermanned

Acting on complaints of its membership, CSEA found that 13 security officers, under the direction of Joseph Davis, were actually responsible for the safety of 2,500 patients and 1,700 employees over a 24-hour period.

Davis and CSEA, in terming this a deplorable situation, have requested of Mental Hygiene in Albany a minimum of six more officers to be appointed to his staff. Brooklyn hospital director Morton Wallach, after meeting with CSEA officials, promised his full cooperation.

CSEA further revealed that the safety of 3,500 patients and 2,000 employees at Ward's Island State Hospital (formerly Manhattan State Hospital), lay solely in the hands of 15 guards working around the clock. A spokesman termed it totally inadequate and potentially dangerous.

Charles DeMilt, chief of secur-

ity at Bronx State Hospital, also expressed concern for his institution in asking for additional staffing. He pointed out that he had only 17 men to maintain adequate security in the main building and in the Bronx Psychiatric Childrens Hospital. He said the problem will be heightened with the addition of the new rehabilitation center in the near future.

New Technology Sought

In asking for more men, DeMilt saw some hope for the hospital's impending requests for sophisticated safety devices such as infra-red circuit breakers in sensitive areas, and TV monitors.

Randolph V. Jacobs, president of CSEA's Metropolitan Conference, said, "The recent State budget freeze only makes the present situation worse. I call on Governor Rockefeller and the Director of Mental Hygiene in Albany to adequately staff these hospitals for the safety of employees and patients alike."

'By Far Best Ever Won'

Monachino Outlines Gains In 2-Year Warren Contract

(Special To The Leader)

WARRENSBURG — The Warren County chapter of the Civil Service Employees Assn. has completed negotiations with Warren County and signed a new two-year contract for County employees.

Pat Monachino, CSEA collective bargaining specialist who aided the chapter negotiating team, said, "This contract is by far the best ever won by Warren County employees. Not only is it much superior to any previous contract, but it also represents quite sizeable gains."

The major conditions of the contract are:

- Wage and salary schedule adjustments amounting to 12 percent the first year and a six percent or cost-of-living increase, whichever is greater, for the second year;
- Improved retirement to 1/60th retroactive to 1938 for the first year, and 25-year half-pay retirement program the second year;
- A new improved vacation plan;
- All Highway and Sheriff's Dept. employees, and employees

of other departments who previously worked a 40-hour week, will now work a 37½ hour week with no pay loss;

- Time-and-one-half for any time worked before or after the regular scheduled working day;
- 12 cents per mile for use of private automobiles on County business;
- Fringe benefits for all part-time personnel;
- Paid sick leave upon retirement;
- Tenure for all employees;
- Three hour "call-in" time for Highway employees;
- Five percent pay differential for the 4 p.m. to midnight shift, and 10 percent pay differential for the midnight to

8 a.m. shift.

"The negotiations were difficult," said Monachino, "but there was no harassment of any kind from the County. Good faith was maintained at all times by both sides."

Members of the negotiating team included Robert Thompson, chapter president; Thomas Lapham, Social Services Dept.; Frank Smith, Highway Dept.; Douglas Persons, Highway Dept.; and J. E. Tucker, Deputy Sheriff's Dept.

Spokesmen for the County were Thomas M. Lawson, Warren County attorney, and Earl H. Bumps, Warren County chairman.

Okay Ogdensburg Contract, Bringing Salary Of Police To High Point For Region

OGDENSBURG — The Ogdensburg City Council has approved a new two-year work contract with the local chapter of the Civil Service Employees Assn. and the Police Benevolent Assn. which, among other things, lifts police pay to the highest level in Northern New York history.

Under the new City-PBA agreement, patrolmen will have a pay range of \$6,350 to \$9,000; sergeants, \$9,000 to \$9,900; lieutenant, \$9,900 to \$10,800, and police chief, \$10,800 to \$11,700. In the 10th, 15th and 20th years of service, there will be longevity increments.

The 1972 pay boost would be the percentage increase in the national consumer price index, from Oct. 1, 1970, to Sept. 30, 1971, plus \$100.

If the index is less than five percent, pay would go up five percent, plus \$100. Under the new agreement, the City would pay the cost of employees' health insurance and in 1971, 50 percent of the cost for his depen-

dents. In 1972, the City would boost the dependent protection to 60 percent.

Police sick leave would be allowed at the rate of 1¼ days per month, up to 180 days. The pay to employees in the CSEA unit will be boosted 5.6 percent plus \$200 in 1971 with hourly rates going up 23 cents.

In 1972, the pay would increase by the percentage boost in the National Consumer Index, or five percent, whichever is greater, plus \$100.

Sick leave for CSEA unit members would accumulate at the rate of a day per month to 180 days. Twenty days leave will be allowed after 20 years of service. The new agreement would become effective Jan. 1.



—Photo by Joe Higgins

TOOTHY SMILES are in order as former Nassau County Executive Eugene H. Nickerson signs new dental insurance contract just before leaving office Dec. 31. Seated with Nickerson are: Lou Piezer, Group Health Dental Insurance executive, center, and Nassau chapter president

Irving Flaumenbaum, right, as other officials look on. New benefit gives 70% payment for dental costs. Standing in rear, from left, are: Deputy County Controller Ray Sanchez, County Attorney Morris Schneider, Policemen's Benevolent Assn. president-elect Dan Greenwald and County dental consultant John Maloney.

Set State Deadline Jan. 25 For Open-Competitive Group With Health Field Emphasis

Anticipate 25 State titles to scan over this month in the open-competitive group, destined to close filing Jan. 25. Public health positions, ranging from camp sanitary aide to senior and principal x-ray technologist, receive heavy emphasis.

Other areas being featured are construction and park engineering, housing management, and speech and occupational therapy. Extensive background is generally requested.

The health posts encompassed in this latest series are: camp sanitary aide, \$3.12 per hour; consultant for the blind, \$11,471; consultant on eye health, \$11,471; supervising consultant on eye health, \$14,154; occupational therapist, \$7,805; speech therapist \$9,810; principal x-ray techni-

cian, \$9,701; senior x-ray technician, \$8,170, and chief, comprehensive health centers of Erie County, \$15,895. In a related field are jobs as chief, forensic and County care systems, \$15,895, and assistant director, forensic service, \$14,295, both in Erie.

Engineering openings include: assistant building construction engineer, \$12,103; senior building construction engineer, \$14,915; canal maintenance foreman, \$8,170; park engineer, \$12,103, and senior park engineer, \$14,915. Another technical post, paying \$8,659, is that of radio dispatcher.

The housing and realty arena has several vacancies, too: housing development representative, \$14,915; housing management representative, \$14,915; housing management representative, \$14,915; housing management assistant, \$14,471; and real estate appraiser, \$11,471. The remaining title, Insurance Fund hearing representative, starts at \$11,671 per year.

Further data is available at the Department of Civil Service, State Office Campus, Albany 12226. Exam notices describe the sort of qualifications sought and supply an over-all picture of what job duties are likely to be.

Wanted - Original Plays

NEW YORK theatre producer seeks original play for off-Broadway presentation. Do NOT send script but forward brief resume. Box 100, C.S.L., 11 Warren St., NY City, N.Y. 10007.



Members of the officers' unit of the Division of State Police confer with officials of the Civil Service Employees Assn., their bargaining agent, to draw up demands to be presented to the Division in upcoming negotiations. Clockwise from top center are Mrs. Mary Blair, CSEA assistant program specialist; Bernard J. Ryan, CSEA collective bargaining specialist; Thomas Coyle, CSEA assistant director of research; John

M. Carey, CSEA associate program specialist; Lieut. John B. Sullivan, Division Headquarters; Capt. Robert Charland, Troop B; Capt. Al O'Neil, Troop F; Lieut. Ronald Butterfield, Troop A; Lieut. George Rigner, Troop D; Lieut. Martin Hynes, Troop T; Lieut. William Lovelock, Troop G; Lieut. Joseph J. Fremante, Troop K; Lieut. R. A. Smith, Troop C; and Lieut. Eugene Coletti, Troop E. Missing from photo is CSEA attorney James W. Roemer.

Trooper Officers Chart Strategy

ALBANY — Members of the Officer unit of the Division of State Police, representing those from every troop and from Division headquarters, met recently at the headquarters of the Civil Service Employees Assn. here to prepare demands and strategy for negotiations on a contract with the Division.

CSEA was recently certified as the exclusive bargaining agent for the unit, which consists of uniformed captains and BCI captains.

Meeting at CSEA were: Lieut. John B. Sullivan, Division Headquarters; Capt. Robert Charland, Troop B; Capt. Al O'Neil, Troop F; Lieut. Ronald Butterfield, Troop A; Lieut. George Rigner, Troop D; Lieut. Martin Hynes, Troop T; Lieut. William Lovelock, Troop G; Lieut. Joseph J. Fre-

mante, Troop K; Lieut. R. A. Smith, Troop C; and Lieut. Eugene Coletti, Troop E.

The officers selected a negotiating committee; Lieutenant Lovelock; Captain O'Neil; Lieutenant Hynes; and alternate members Lieutenant Fremante and Lieutenant Sullivan.

A spokesman for the committee said that the main issues to be discussed in negotiations would be retirement benefits, a more realistic salary plan, and improved working conditions. More strategy sessions are planned before negotiations begin.

Also meeting with the officers were CSEA associate program specialist John M. Carey; assistant program specialist Mrs. Mary Blair; assistant research director Thomas Coyle and collective bargaining specialist Bernard J. Ryan.

COLLEGE CREDIT

YOU WHO HAVE NEVER STARTED COLLEGE OR HAVE LESS THAN 60 SEMESTER HOURS OF CREDIT, CAN NOW BEGIN STUDY AT HOME. WRITE FOR FREE COLLEGE BROCHURE.

HIGH SCHOOL

IF YOU ARE NOT A HIGH SCHOOL GRADUATE CHECK BELOW FOR FREE BROCHURE GET YOUR DIPLOMA See Sample Lessons

AMERICAN SCHOOL
New York Office
276 Fifth Ave. (30th St.)
New York, N.Y. 10001
Phone BR 9-2604

HIGH SCHOOL
 COLLEGE Dept. 9AP43
Name _____ Age _____
City _____ State _____ Zip _____
Address _____

On February 1st Leader subscription price goes from \$5.00 to \$7.00 a year.

If you subscribe before February 1st, you save \$2.00.

If you want to know what's happening to you to your chances of promotion to your job to your next raise and similar matters!

FOLLOW THE LEADER REGULARLY!

Here is the newspaper that tells you about what is happening in civil service, what is happening to the job you have and the job you want.

Make sure you don't miss a single issue. Enter your subscription now.

The price is \$5.00. That brings you 52 issues of the Civil Service Leader, filled with the government job news you want. You can subscribe on the coupon below:

CIVIL SERVICE LEADER
11 Warren Street
New York, New York 10007

I enclose \$5.00 (check or money order for a year's subscription to the Civil Service Leader. Please enter the name listed below:

NAME _____
ADDRESS _____ Zip Code _____

Step out with the finest!

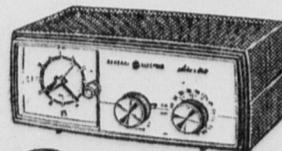


Model P977
Light Brown with Silver Grille.

Built-in cord, Two-way power

- No need to leave fine music home.
- This beauty plays rich FM, plus your AM favorites — in style!
- Built-in cord, Two-way power
- Solid-State design
- Battery-saver circuit
- Big 3 1/2" dynamic speaker
- Switchable AFC on FM
- Two antennas
- Convenient shoulder strap

Compact FM/AM Clock Radio

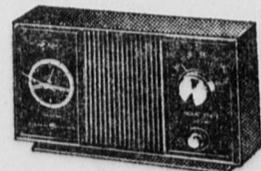


Model C4505
Walnut Grain finish on polystyrene

Gives a big FM/AM performance and radio wake-up convenience, yet it's so compact it tucks away on any handy table or shelf space.

- Solid-state circuitry
- Big 4" dynamic speaker
- Lighted Clock Dial
- Clock system features Wake to Music
- Built-in AFC for drift-free FM
- Compact Flair® design

Wake up Value!



Model C1405
Brown with decorative dial inserts

Value leader in a great sounding radio that gives you round-the-clock convenience. Great way to wake up in the morning!

- Lighted Clock dial
- Wake to music
- Solid-state circuit design
- Front-fired 3 1/2" speaker
- Automatic Volume Control
- Drift compensation keeps station locked in
- Thin compact styling only 3" thin

White Electric Appliance Co., Inc.

1694 SECOND AVENUE

New York City

SA 2-0771

◆ This Week's Key Answers ◆

EXAM 9561
SENIOR CLERK
(Human Resources Administration and Model Cities Committee)

SPECIAL AND SPECIAL MILITARY EXAM SENIOR CLERK
(Regular examination was held March 29, 1969 — Exam. No. 8567)

SPECIAL MILITARY EXAM SR. STENOGRAPHER
(Regular examination was held March 29, 1969 — Exam. No. 8568)

SPECIAL MILITARY EXAM SENIOR CLERK
(Regular examination was held June 25, 1966 — Exam. No. 1577)

Following are final key answers. No protests to proposed key answers were received from candidates.

- 1, B; 2, D; 3, C; 4, A; 5, D; 6, B; 7, B; 8, C; 9, D; 10, C; 11, D; 12, A; 13, D; 14, B; 15, A; 16, C; 17, C; 18, A; 19, D; 20, C; 21, B; 22, B; 23, D; 24, A; 25, C; 26, A; 27, A; 28, A; 29, C; 30, B; 31, D; 32, B; 33, A; 34, A; 35, D; 36, C; 37, B; 38, D; 39, A; 40, A; 41, C; 42, B; 43, C; 44, D; 45, B; 46, D; 47, A; 48, B; 49, C; 50, C; 51, B; 52, B; 53, B; 54, A; 55, D; 56, A; 57, C; 58, B; 59, D; 60, D; 61, C; 62, A; 63, C; 64, B; 65, C; 66, D; 67, C; 68, D; 69, D; 70, C; 71, B; 72, D; 73, B; 74, C; 75, C; 76, A; 77, D; 78, A; 79, C; 80, D.

SABBATH OBSERVER TEST EXAM 9561
SENIOR CLERK
(Human Resources Administration and Model Cities Committee)

SPECIAL AND SPECIAL MILITARY EXAM SENIOR CLERK
(Regular examination was held March 20, 1969 — Exam. No. 8567)

SPECIAL MILITARY EXAM SENIOR STENOGRAPHER
(Regular examination was held March 29, 1969 — Exam. No. 8568)

SPECIAL MILITARY EXAM SENIOR CLERK
(Regular examination was held June 25, 1966 — Exam. No. 1577)

Following are final key answers. No protests to proposed key answers were received from candidates.

- 1, A; 2, D; 3, B; 4, A; 5, C; 6, C; 7, D; 8, B; 9, B; 10, C; 11, D; 12, B; 13, D; 14, C; 15, A; 16, D; 17, A; 18, A; 19, C; 20, B; 21, D; 22, B; 23, A; 24, A; 25, D; 26, C; 27, C; 28, B; 29, C; 30, D; 31, C; 32, D; 33, D; 34, C; 35, B; 36, D; 37, B; 38, C; 39, C; 40, A; 41, D; 42, A; 43, C; 44, D; 45, A; 46, C; 47, B; 48, B; 49, D; 50, A; 51, C; 52, D; 53, B; 54, D; 55, A; 56, B; 57, C; 58, C; 59, B; 60, B; 61, B; 62, A; 63, D; 64, A; 65, C; 66, B; 67, D; 68, D; 69, C; 70, A; 71, C; 72, A; 73, D; 74, C; 75, B; 76, B; 77, D; 78, A; 79, C; 80, A.

EXAM 9093
SUPERVISING HOUSING GROUNDSMAN

Test Held Dec. 29, 1970
These key answers are published now for information only. Protests or appeals may be made only after official notification of test results.

- 1, D; 2, C; 3, D; 4, C; 5, A; 6, B; 7, A; 8, C; 9, C; 10, B; 11, A; 12, D; 13, B; 14, C; 15, B and/or C; 16, D; 17, A; 18, B; 19, D; 20, A; 21, C; 22, A; 23, C; 24, D; 25, B; 26, A; 27, B; 28, D; 29, C; 30, B; 31, C; 32, D; 33, A; 34, D; 35, B; 36, A; 37, C; 38, B; 39, A; 40, D; 41, B; 42, D; 43, A; 44, C; 45, A; 46, D; 47, C; 48, B; 49, D; 50, A; 51, B; 52, C; 53, A; 54, C; 55, B; 56, A; 57, B; 58, D; 59, C; 60, A; 61, D; 62, C; 63, B; 64, B; 65, A; 66, C; 67, D; 68, B; 69, D; 70, A and/or B; 71, D; 72, C; 73, B; 74, A; 75, C; 76, A; 77, D; 78, B; 79, D; 80, C.

EXAM 0073
SCHOOL CUSTODIAN ENGINEER

Test Held on Dec. 19, 1970
These key answers are published now for information only. Protests or appeals may be made only after official notification of test results.

- 1, C; 2, C; 3, B; 4, C; 5, B; 6, A; 7, D; 8, B; 9, A; 10, C; 11, B; 12, D; 13, C; 14, D; 15, B; 16, C; 17, D; 18, A; 19, A; 20, D; 21, D; 22, A; 23, B; 24, C; 25, D; 26, C; 27, B; 28, C; 29, D; 30, A; 31, C; 32, D; 33, B; 34, A; 35, D; 36, C; 37, B; 38, A; 39, C; 40, B; 41, C; 42, D; 43, B; 44, A; 45, A; 46, D; 47, C; 48, C; 49, A; 50, D; 51, A; 52, A; 53, C; 54, B; 55, B; 56, A; 57, B; 58, A; 59, A; 60, D; 61, A; 62, C; 63, C; 64, D; 65, B; 66, A; 67, B; 68, D; 69, B; 70, B; 71, B; 72, C; 73, B; 74, D; 75, D; 76, C; 77, C; 78, B; 79, B; 80, C; 81, A; 82, A; 83, D; 84, D; 85, B; 86, C; 87, B; 88, A; 89, C; 90, D; 91, D; 92, A; 93, C; 94, C; 95, D; 96, D; 97, A; 98, D; 99, D; 100, B.

EXAM 0073
SCHOOL CUSTODIAN ENGINEER
(Sabbath Observer Test)

Test Held on Dec. 18, 1970
1, C; 2, C; 3, B; 4, D; 5, C; 6, D; 7, B; 8, C; 9, D; 10, A; 11, D; 12, C; 13, B; 14, A; 15, C; 16, B; 17, C; 18, D; 19, B; 20, C; 21, B; 22, D; 23, D; 24, C; 25, C;

- 26, B; 27, B; 28, C; 29, A; 30, A; 31, D; 32, D; 33, B; 34, C; 35, B; 36, A; 37, D; 38, D; 39, A; 40, B; 41, C; 42, D; 43, C; 44, A; 45, C; 46, C; 47, D; 48, B; 49, B; 50, C;

- 51, B; 52, A; 53, D; 54, B; 55, A; 56, C; 57, B; 58, C; 59, D; 60, A; 61, C; 62, D; 63, B; 64, A; 65, D; 66, D; 67, A; 68, D; 69, D; 70, B; 71, A; 72, B; 73, D; 74, B; 75, B;

- 76, B; 77, C; 78, B; 79, B; 80, A; 81, B; 82, A; 83, A; 84, D; 85, A; 86, A; 87, D; 88, C; 89, C; 90, A; 91, D; 92, A; 93, A; 94, A; 95, C; 96, D; 97, D; 98, A; 99, C; 100, C.

EXAM 0586
SCHOOL CUSTODIAN ENGINEER

Test Held Dec. 19, 1970
Candidates who wish to file protests against the proposed key answers must make a written request for permission to review the test not later than Jan. 26, 1971, and must contain the candidate's application number.

- 1, C; 2, A; 3, A; 4, A; 5, B; 6, B; 7, B; 8, A; 9, C; 10, A; 11, B; 12, D; 13, C; 14, D; 15, B; 16, C; 17, D; 18, A; 19, A; 20, D; 21, D; 22, A; 23, B; 24, C; 25, D; 26, C; 27, B; 28, C; 29, D; 30, A; 31, C; 32, D; 33, B; 34, A; 35, D; 36, C; 37, B; 38, A; 39, C; 40, B; 41, C; 42, D; 43, B; 44, A; 45, A; 46, D; 47, C; 48, C; 49, A; 50, D;

- 51, A; 52, A; 53, C; 54, B; 55, B; 56, A; 57, B; 58, A; 59, A; 60, D; 61, A; 62, C; 63, C; 64, D; 65, B; 66, A; 67, B; 68, D; 69, B; 70, B; 71, B; 72, C; 73, B; 74, D; 75, D; 76, C; 77, C; 78, B; 79, B; 80, C; 81, A; 82, A; 83, D; 84, D; 85, B; 86, C; 87, B; 88, A; 89, C; 90, D; 91, D; 92, A; 93, C; 94, C; 95, D; 96, D; 97, A; 98, D; 99, D; 100, B.

Governor Picks Ecology Board

Six persons have been chosen by the Governor to serve on the State Environmental Board under Chapter 140 of the Laws of 1970. Their terms vary.

Appointees include: Charles H. Callison, Hastings - on - Hudson; Dr. LaMont C. Cole, Ithaca; Dr. E. C. Galvin, Ithaca; Joe G. Moore, Jr., Westfield; Dr. William H. Whyte, New York City, and Jerome Wilkenfeld, Fresh Meadows.

Expect High Application Input In City Filing For Programmer Trainee Jobs

Gearing up to accept applications, the City Personnel Dept. projects a rather substantial response to its announcement calling for programming trainee candidates. The last day to file for these \$6,500 posts will fall Jan. 26.

The high school diploma is an educational prerequisite; needed, also, are two years of experience or approved training dealing with the programming function. However, those producing a bachelor's degree can begin at the annual pay of \$7,500. Completion of the traineeship puts you in contention for permanent appointment as a programmer. The range at that level stands at \$9,300-12,475.

Tentative test date, at latest word, is Feb. 20.

Monday-through-Friday filing, up to 5 p.m., takes place at the Department of Personnel, 49 Thomas St., Manhattan. For those who work full-time presently, they may apply any Saturday up to 12 noon.

Application Station

For those who plan to file with the City Personnel Dept., 49 Thomas St., Manhattan, several subway trains will get you there. The closest stops are Chambers St. on the IND "A" train or the IRT 7th Ave. express.

THE DELEHANTY INSTITUTE
57 Years of educating over one half million students

Enrollment open for next exam

PATROLMAN (N.Y.P.D.)

CORRECTION OFFICER & TRAINEE HOUSING PATROLMAN
Class Meets Mondays at 5:30 p.m. or 7:30 p.m.

Examination has been ordered for March 20th for

FIREMAN (N.Y.F.D.)

CLASSES MEET:
Jamaica—Wednesdays, 5:45 PM, 7:45 PM
Manhattan—Thursdays, 1:15 PM, 5:30 PM, 7:30 PM

Examination has been ordered for

SUPERVISING CLERK-STENO

CLASSES MEET IN JAMAICA AND MANHATTAN

ADMINISTRATIVE ASSOCIATE EXAM

Expected in June — Classes Now Forming

License classes enrollment now open for

Stationary Engineer • Master Electrician Refrigeration Mach. Oper.

PRACTICAL VOCATIONAL COURSES
Licensed by State of New York. Approved for Veterans

AUTO MECHANIC • DRAFTING RADIO, TV & ELECTRONICS

DELEHANTY HIGH SCHOOL

91-01 Merrick Boulevard, Jamaica

- A college preparatory co-educational, academic high school accredited by the Board of Regents.
- Secretarial Training available for girls as an elective supplement.
- Driver Education Courses.

For information on all courses phone **GR 3-6900**
MANHATTAN: 115 East 15 St., Nr. 4th Ave. (All Subways)
JAMAICA: 89-25 Merrick Blvd., bet Jamaica & Hillside Aves
OFFICE HOURS: Monday to Friday, 9 A.M. to 8 P.M.

Prepare for next exam coming for

ADMINISTRATIVE ASSOCIATE

CLASSES MEET
WEDNESDAYS AT 6 P.M.
at 126 East 13th St., Manhattan

Course Chairman: RALPH LEONE

VISIT A FREE CLASS SESSION
for further information, call:

GR 3-6900

DELEHANTY INSTITUTE

BUY U.S. BONDS

Civil Service LEADER

America's Largest Weekly for Public Employees

Member Audit Bureau of Circulations

Published every Tuesday by

LEADER PUBLICATIONS, INC.

Publishing Office: 669 Atlantic Street, Stamford, Conn. 06902

Business & Editorial Office 11 Warren Street, New York, N.Y. 10007
212-BEeckman 3-6010

Bronx Office: 406 East 49th Street, Bronx, N.Y. 10455

Jerry Finkelstein, Publisher

Paul Kyer, Editor

Joe Deasy, Jr., City Editor

Marvin Baxley, Associate Editor

Barry Lee Coyne, Assistant Editor

N. H. Mager, Business Manager

Advertising Representatives:

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

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

15c per copy. Subscription Price \$3.00 to members of the Civil Service Employees Association. \$5.00 to non-members.

TUESDAY, JANUARY 12, 1971

Skirting The Spirit

WHILE the letter of the State's Civil Service Law is usually obeyed, its spirit is sometimes violated and we give here the details on just how that can happen.

The Civil Service Employees Assn. has agreed to pay \$500 toward the legal expenses of Mario A. Procopio, a labor mediator employed by the State Mediation Board, who is appealing a decision from the State Supreme Court.

Procopio had placed first on the promotion list in a State competitive examination for supervising labor mediator, followed by eight others. Four names were certified for promotion by the Civil Service Dept. Numbers three and four declined the appointment since they did not want to take the position in the New York City office.

The Civil Service Commission then certified number five as the third person, to comply with the statutory rule of one out of three. Number five was the executive secretary of the State Mediation Board (a non-competitive title) on leave from his competitive civil service title of labor mediator. The Board thereupon appointed number five to the position of supervising labor mediator and then gave him a leave of absence from that competitive title, which brought up number six on the promotion list. Number six had been a provisional supervising labor mediator for some time before the examination.

Procopio commenced an Article 78 proceeding in the State Supreme Court, contending that the appointment of number five and the immediate leave of absence granted him was an evasion of the law.

The Supreme Court dismissed Procopio's petition on the ground that it appeared that there were rules of the Civil Service Commission which have the effect of law which sanctioned the procedure followed by the Board.

Procopio's lawyer contends that the Supreme Court found a seemingly valid compliance with the law by what was actually a subversion of the spirit and purpose of the Civil Service Law by the Labor Dept.

A spokesman for CSEA said that the Association would contribute toward Procopio's expenses because "these manipulations by an arm of State government offend our sense of the spirit of the merit system."

Nursery Rhyme Tactics

OLD Mother Hubbard, says the nursery rhyme, went to her cupboard, to get her poor dog a bone. When she got there, the cupboard was bare, etc.

It appears that for the next few months, Mayor John Lindsay and Gov. Nelson Rockefeller are going to be wearing Mother Hubbard costumes and showing anyone who wants to look just how bone bare in terms of revenues that City and State cupboards are for 1971.

We just want to remind both of them that public employees stopped being lulled to sleep by nursery rhymes years ago and remember very well how an extra bone can always be found when it has to be found.

CIVIL SERVICE TELEVISION

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

Tuesday, Jan. 12

9:30 a.m. (color) — Around the Clock — "Personal Safety." NYC Police Dept. training series.

1:30 p.m. (color) — Around the Clock — "Professional Police Attitudes." NYC Police Dept. training series.

3:00 p.m.—Return to Nursing—No. 5, "The Nursing Care Plan." Refresher course for nurses.

7:00 p.m. (color)—Around the Clock — "Professional Police Attitudes." NYC Police Dept. training series.

Wednesday, Jan. 13

9:30 a.m. (color) — Around the Clock — "Personal Safety." NYC Police Dept. training series.

1:30 p.m. (color)—Around the Clock — "Professional Police Attitudes." NYC Police Dept. training series.

3:00 p.m.—Return to Nursing—No. 6, "Medications." Refresher course for nurses.

7:00 p.m. (color)—On the Job—NYC Fire Dept. training program.

Thursday, Jan. 14

9:30 a.m. (color) — Around the Clock — "Personal Safety." NYC Police Dept. training series.

1:30 p.m. (color) — Around the Clock — "Professional Police Attitudes." NYC Police Dept. training series.

3:00 p.m.—Return to Nursing—No. 6, "Medications." Refresher course for nurses.

7:00 p.m. (color)—Around the Clock — "Professional Police Attitudes." NYC Police Dept. training series.

Friday, Jan. 15

9:30 a.m. (color) — Around the Clock — "Personal Safety." NYC Police Dept. training series.

11:00 p.m. (color)—Frontline—NYC Social Services Dept. series.

1:30 p.m. (color)—Around the Clock — "Professional Police Attitudes." NYC Police Dept. training series.

6:30 p.m.—Continuing Education—"Nurse of the Future."

10:00 p.m.—Urban Challenge—Bronx Borough Pres. Robert Abrams is host. "Road to Albany: Will It Be Rocky?"

Saturday, Jan. 16

7:00 p.m.—On the Job—NYC Fire Dept. training series.

Sunday, Jan 17

10:30 p.m. (color) — With Mayor Lindsay—Weekly interview with the Mayor and guests.

Monday, Jan. 18

9:30 a.m. (color) — Around the Clock — "Personal Safety." NYC Police Dept. training series.

3:00 p.m.—Return to Nursing—Refresher course for nurses.

7:00 p.m.—On the Job—NYC Fire Dept. training series.

9:00 p.m.—New York Report—Lester Smith hosts interviews with City officials.

Scenic Outlook

The City Personnel Dept. says that among senior landscape architect candidates on the recent exam, four will be obtaining list notices.

Civil Service Law & You

By RICHARD GABA



Mr. Gaba is a member of the New York State Bar and chairman of the Labor Law Committee of the Nassau County Bar Assn.

Taylor Law Rulings

IN TIMES when public employers are seeking ways to minimize budgets by eliminating jobs, it is important to keep in mind that the sole motivation is not always that of economy. In a PERB improper practice case (Stafford-Board of Education, Case Nos. U-0009 and U-0032), it was held that although the Board of Education has the power to create or abolish positions, such right is subject to the limitation imposed by the Taylor Act, "that the motivation for taking such action must not include consideration of the incumbent's protected activities in behalf of the Association."

IN THIS CASE, the charging party held the position of vice-principal which paid \$400 per year more than a regular teacher's salary. He was also the chief negotiator for the teachers' association. The PERB hearing officer found that a major reason for eliminating the extra compensation position of vice-principal was the so-called conflict of interest that was alleged to exist in between Stafford's role as chief negotiator for the association on the one hand and his management position on the other hand.

THE HEARING OFFICER was not convinced that the projected annual saving of \$400 was the motivating force behind the reduction, where the evidence showed that members of the Board had discussed the conflict of interest question on several occasions—including the same meeting at which the abolition of the position was voted upon. Furthermore, the incumbent had filled such position satisfactorily for seven years, and at no time during contract negotiations was this question discussed with him by the Board.

THE HEARING OFFICER pointed out that if the employer wanted to eliminate the alleged conflict of interest, then at an appropriate time in a representation case before PERB, it could seek to redefine the negotiating unit so as to exclude the position of vice-principal.

IN ANOTHER RECENT PERB decision on an improper practice charge filed by an employer, the issue was whether a duly recognized or certified employee organization violates its duty to negotiate in good faith when it refuses to execute an agreement negotiated with a public employer. (Somers Faculty Association - C.S.D. No. 1, Town of Somers, Case No. U-0053.)

SINCE THIS was a case of first impression under the newly amended Taylor Law, the hearing officer explored the issue in depth. She pointed out that the Taylor Act does not define the parties' negotiating obligations in detail, whereas the National Labor Relations Act does. Sections 209-a.1(d) and 209-a.2(b) C.S.L. require public employers and duly recognized or certified employee organizations to negotiate in good faith. Section 204.2 C.S.L. mandates a public employer to negotiate and enter into written agreements with recognized or certified employee organizations, but there is no section requiring an employee organization to do the same. There is, however, the overall purpose of the Taylor Law, which is to create harmonious and cooperative relationships between government and its employee.

THE HEARING OFFICER relied upon experience in the private sector and under the NLRA to reach a determination that it was a violation of Section 209-a.2(b) C.S.L. for an employee organization to refuse to execute an agreement which it had negotiated with the public employer.

THIS IS A CORRECT conclusion legally, morally and logically. Certainly, if the act imposes a duty upon the employer to enter into written agreements with the duly recognized or certified employee organization which represents its employees, there is a mutual obligation on the part of the employee organization to do the same. It would indeed present a ridiculous situation for an employee organization to insist that the public employer execute an agreement and then refuse to execute the agreement itself.

IT IS OF INTEREST to note that the hearing officers, in reading their conclusions above, relied to some extent upon doctrine developed in the National Labor Relations Board and the Federal courts.

Perhaps there will be more in the way of guidance from NLRB decisions on questions of improper practices than there is on questions of negotiating unit determinations, which are based on different criteria than those used by the NLRB.

Calls Flood Retiree HQ

Reveal Pension Check Cut As Foul-up By Computer

Hundreds of telephone calls were received by the New York City Civil Service Retired Employees Assn. last week. The callers were complaining that their pension checks were smaller than the previous month's pension check.

Checks were accompanied by a printed notice that said, "Persons over 65 are not affected by this rate change." The pensioners affected were all over 65 and could not see why they were affected by a rate change, in view of the foregoing statement.

Upon investigation of the facts, the following was learned, explained sources at CSREA headquarters:

Four health plans feed computer information to the Comptroller's Office: Blue Cross, Blue Shield, HIP and GHI. This computer information is fed into the check-writing computers. All is well if the fed-in information is correct.

Data In Error

However, the trouble that ensued last week when hundreds of City pensioners received smaller checks was caused by the wrong information being fed into the computers. The health plans (also called the insurance carriers) are supposed to keep their records up-to-date with information such as who is under 65, who is over 65. The trouble develops when records are not kept up-to-date, and, when in doubt, the insurance carriers

take their money first.

As a result, the Health Insurance Section of the Department of Personnel advises pensioners as follows:

If you and/or your spouse are over 65, and there was an extra deduction for the increase in the Blue Cross 120-day rider on your December pension check, write to: Health Insurance Section, Department of Personnel, 220 Church St., New York 10013. Include your name, address, medical insurance plan and identification number and the birthdate and Medicare number of yourself and your spouse.

If possible, also include your pension number as it appears on your check. The insurance carriers will then adjust the error after several more pension checks and you will receive a refund for all over-deductions.

Association members were urged to follow the above steps before contacting the CSREA for help at its headquarters in 325 Broadway, Manhattan.

Use Zip-Codes
To Speed Your Mail



LIGHTER MOMENT — Thomas McDonough, second from right, president of the Albany Motor Vehicle chapter of the Civil Service Employees Assn., and John A. Conoby, left, CSEA collective bargaining specialist, take a holiday break from negotiations to chat with top Motor Vehicle officials at the chapter's annual Christmas party. Commissioner Vincent L. Tofany is second from left, and First Deputy Commissioner Albert Danzig is at right.

Tap Title Examiner Jobs For \$7,800 Pay; Slate Jan. 26 Cutoff

You are eligible to compete for the title examiner's position, paying \$7,800, provided you possess two years of pertinent experience, which may include examining the title of realty in various capacities. Among those listed: working with a title company, attorney, governmental agency or conveyancer.

Prospective job duties will find you making searches for tax liens, easements, private purchases, last owners, unknown

owners, cessations, mortgages, etc. You may also be asked to read maps, locate property and ascertain the tax map description. At present, approximately 20 vacancies exist in various City agencies.

Pending the Jan. 26 conclusion of filing, it is suggested you obtain the job bulletin, No. 7087, and fill out a Form A (experience paper) at the City Personnel Dept. Their location: 49 Thomas St., of Church St., in lower Manhattan.

No Locomotion

The City Personnel Dept. released word recently that ten persons failed the written exam for licensed stationary engineer.

Jr. Chemist Job Entails Course Load

Do you possess a mixture of at least 24 college credits in chemistry, chemical engineering or pharmacy? If you currently do, or will complete such coursework by this February, consider yourself eligible for prospective hiring as a junior chemist, employed by the City.

The filing of an application plus an Experience A Form will be ample, since background evaluation rather than a written test will be the process of selection. You have until Jan. 26 to file for one of the 20 existing openings.

While current pay for beginners is \$8,200, with sufficient seniority you may be able to compete for the assistant chemist title, which offers \$9,300-11,300. The job actually involves chemical analysis of foods, drugs, water and waste, building materials, fuels and other compounds, often supplementing the investigator role in providing data to ascertain whether laws are being violated. One aspect may involve field surveys to check out sanitary water supplies.

A full listing of duties appears in Job Bulletin No. 7083, which you can locate at the City Personnel Dept., 49 Thomas St., New York 10013. Applicants are asked to appear in person in this particular instance.

FLORIDA'S MACKLE BROS. INVITE YOU TO JOIN THE GREAT ESCAPE.

Haven't you had your fill of the problems of the City and ever-growing suburbs? Problems like air pollution, violence, crime, off-and-on-again commuting, inflation and high prices, ever rising taxes, taxes and more taxes. Not to forget the cold, wet, snowy, depressing winters! In short, we think life really doesn't have to be filled with unhappiness.

There is a way to The Good Life. Florida's famous Mackle Bros. can show you the way to fresh clean air; clear, spring-fed water for every home and homesite; warm and wonderful year 'round weather; friends and fun and sociability 365 days a year; plus a home you will be proud to own at a fraction of the price you'd expect to pay: quality-built homes, from only \$12,650 at Mackle Bros. Spring Hill (with 15 models to choose from); homesites from \$2,295 also at Spring Hill, with a number of payment plans to select from.

Call us now or fill in this handy Great Escape Coupon and we'll send you all the information you need on all three Mackle Bros. famous Florida communities: *Spring Hill* and *Citrus Springs* in Central Florida and *Deltona* near the East Coast. Do it now.... before it's too late. Telephone operators are standing by. Telephone: in the New York metropolitan area, (212) 263-7373 or in Nassau or Suffolk Counties (516) 822-4300.



MACKLE BROS.
GREAT ESCAPE COUPON.
CUT OUT FOR FLORIDA
AND THE GOOD LIFE.
Florida's Mackle Bros., Inc.
125-22 Queens Blvd.,
Kew Gardens, N.Y. 11415.

CSL 1712

Name _____
Address _____
City _____
State _____ Zip _____
Telephone _____

I am interested in:
 a home
 a homesite.



Mackle Bros. Florida... what a great state to be in.

A statement and offering statement has been filed with the Department of State of the State of New York. The filing does not constitute approval of the sale or lease or offer for sale or lease by the Department of State or any officer thereof or that the Department of State has in any way passed upon the merits of such offering. A copy of the offering statement is available, upon request, from the subdividers NYA 784.52 AD 2461(K).

THIS \$7 PER PERSON
AD + 7 Double
Occupancy

ENTITLES YOU to real VALUE in New York. Next time try the Century - Paramount Hotel; convenient to theatres and everything; 650 Rooms with bath, TV, air-conditioning. Singles from \$10. Doubles from \$14. Reserve now! This is a "sleeper" in every sense!

Phone 212 246-5500
CENTURY
PARAMOUNT HOTEL
235 West 46th St., N.Y.C.

'WILL' FORMS

Four "WILL" forms & 64-Page Book on WILLS. Written by New York Attorney Harry Hibschan... Plus important Guide to Wills.

COMPLETE ONLY \$2

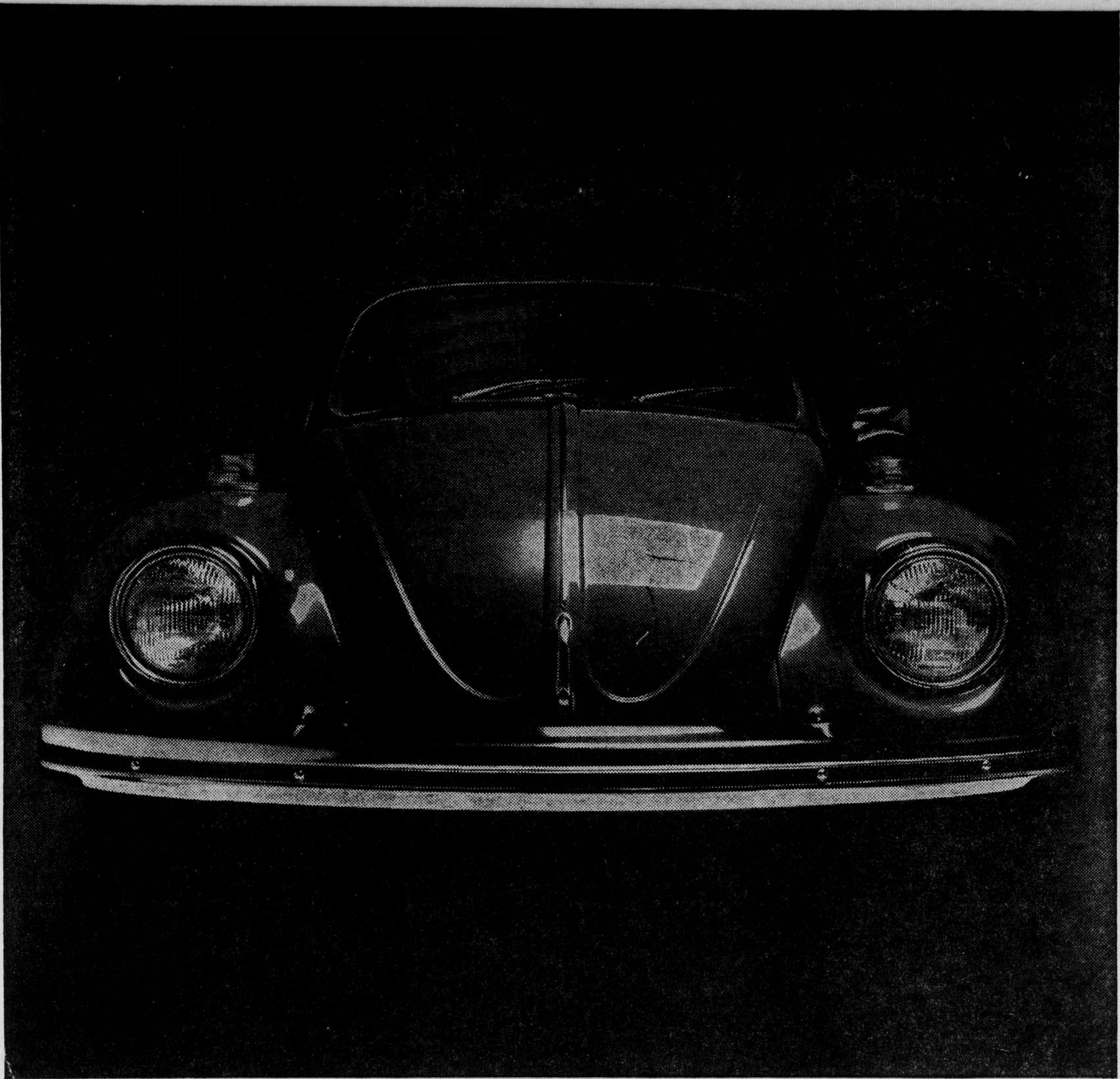
National Forms, Box 48313-CA
Los Angeles, Calif. 90048

See What Man Has Wrought in 60 Centuries!

BIGGER
MORE ASSORTMENT
FAMILY QUARTER
Shop or Browse

27th National
**ANTIQUES
SHOW**

4555 NEW 33rd St. & 8th Ave.
MADISON SQUARE GARDEN
Sat., Feb 20 - Sun., Feb 28
Approved Service by the Appraisers Association of America
OPEN 1 - 11 P.M. Sundays 1 - 7 P.M.
Admission: \$2.50



© VOLKSWAGEN OF AMERICA, 1967

25 years in the making.

We'd like to thank the makers of the other new economy cars for giving us such a nice head start.

It gave us time to develop an inspection system so ridiculously scrupulous that it expects every VW to pass 16,000 examinations.

It allowed us to find out (at a reasonably scientific pace) how we could

double our horsepower without doubling the cost of your horsepower. (The VW still gets about 26 miles to the gallon and requests only a smidgen of oil.)

It permitted us to work on things that didn't even have to do with the actual making of the car. Medi-car, the VW Diagnosis System, for example.

Electronic equipment that can spot trouble in a car before it gets to be trouble. When you buy a new VW, you get 4 free Medi-car checkups.

Of course, it took great fortitude to resist squandering our time on phony styling improvements.

The beetle looks just as good (or bad) as it did 25 years ago.

Amityville Manfer Motors, Ltd.
 Auburn Berry Volkswagen, Inc.
 Batavia Bob Hawkes, Inc.
 Bay Shore Trans-Island Automobiles Corp.
 Bayside Bay Volkswagen Corp.
 Binghamton Roger Kresge, Inc.
 Bronx Avoxe Corporation
 Bronx Bruckner Volkswagen, Inc.
 Bronx Jerome Volkswagen, Inc.
 Brooklyn Aidan Volkswagen, Inc.
 Brooklyn Economy Volkswagen, Inc.
 Brooklyn Kingsboro Motors Corp.
 Brooklyn Volkswagen of Bay Ridge, Inc.
 Buffalo Butler Volkswagen, Inc.
 Buffalo Jim Kelly's, Inc.
 Cortland Cortland Foreign Motors
 Elmsford Howard Holmes, Inc.
 Forest Hills Luby Volkswagen, Inc.
 Fulton Fulton Volkswagen, Inc.
 Geneva Dochak Motors, Inc.
 Glens Falls Bromley 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 G. C. McLeod, Inc.

Hudson Colonial Volkswagen, Inc.
 Huntington Fearn Motors, Inc.
 Ithaca Ripley Motor Corp.
 Jamaica Manes Volkswagen, Inc.
 Jamestown Stateside Motors, Inc.
 Johnstown Vant Volkswagen, Inc.
 Kingston Amerling Volkswagen, Inc.
 LaGrangeville R.E. Ahmed Volkswagen, Ltd.
 Latham Academy Motors, Inc.
 Lockport Volkswagen Village, Inc.
 Massena Seaway Volkswagen, Inc.
 Merrick Saker Motor Corp., Ltd.
 Middle Island Robert Weiss Volkswagen, Inc.
 Middletown Glen Volkswagen Corp.
 Monticello Philipp Volkswagen, Ltd.
 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 Amendola Motors, Inc.
 No. Lawrence Volkswagen Five Towns, Inc.
 Oceanside Island Volkswagen, Inc.
 Olean Volkswagen of Olean, Inc.
 Oneonta John Eckert, Inc.
 Plattsburgh Celeste Motors, Inc.
 Queens Village Weis Volkswagen, Inc.

Rensselaer Cooley Volkswagen Corp.
 Riverhead Don Wald's Autohaus
 Rochester Ridge East Volkswagen, Inc.
 Rochester F. A. Motors, Inc.
 Rochester Mt. Read Volkswagen, Inc.
 East Rochester Imer Volkswagen, Inc.
 Rome Seth Huntley and Sons, Inc.
 Roslyn Dor Motors, Ltd.
 Saratoga Spa Volkswagen, Inc.
 Sayville Bianco Motors, Inc.
 Schenectady Colonie Motors, Inc.
 Smithtown George and Dalton Volkswagen, Inc.
 Southampton Lester Kaye Volkswagen, Inc.
 Spring Valley C. A. Haigh, Inc.
 Staten Island Staten Island Small Cars, Ltd.
 Syracuse Don Cain Volkswagen, Inc.
 East Syracuse Precision Autos, Inc.
 North Syracuse Finnegan Volkswagen, Inc.
 Tonawanda Granville Motors, Inc.
 Utica Martin Volkswagen, Inc.
 Valley Stream Val-Stream Volkswagen, Inc.
 Watertown Harblin Motors, Inc.
 West Nyack Foreign Cars of Rockland, Inc.
 Woodbury Courtesy Volkswagen, Inc.
 Woodside Queensboro Volkswagen, Inc.
 Yonkers Dunwoodie Motor Corp.
 Yorktown Mohegan Volkswagen, Inc.



Oneonta Foregoes Fete

Spark Christmas Spirit Thru Gift of Wheelchair

ONEONTA—State-employed members of the Civil Service Employees Assn. in the Oneonta area did not have their traditional Christmas party this year, but no one regretted it. Instead they used the funds that would have been spent on the event to buy a wheelchair for a community project.

The approximately 600 State employees from the Oneonta area who belong to CSEA decided to forego the usual annual festivities in favor of a gift that will benefit the entire community through the auspices of the American Legion auxiliary of Oneonta.

Irene Carr, CSEA president, explained why they were donating the wheelchair by saying simply, "The American Legion Auxiliary said it needed another wheelchair, and that's what we're contributing."

The Auxiliary will use the

wheelchair, along with other hospital and nursing equipment, in its program of free loans to area residents.

The chair was presented last month to Mrs. Donald Reller, president of the Auxiliary, by Mrs. Carr and Bruce Ward, chairman of the CSEA community project committee.

Members of CSEA in the area work for the State Division of Employment, Department of Health, Conservation Department, Civil Defense, Homer Gilbert Lake State Park and the State University College in Oneonta.

Savings Exceed \$1.1 Million

State CSC Cites 81 Aides For Valuable Suggestions

In December, 81 merit awards were made to State employees under the State Employee Suggestion Award Program.

In making the announcement, Mrs. Ersa H. Poston, president of the State Civil Service Commission, noted that during the past two years New York State employees have made suggestions which, when adopted, saved the State more than \$1,100,000. These savings have been accomplished at a cost of only \$1 for every \$10 saved as compared with more than \$4 spent for every \$10 saved in similar suggestion programs.

The top citation of the month was a joint award of \$1,000 to Anthony Montiglio and Samuel Grossman, both Department of Motor Vehicles, Queens, whose suggestion resulted in a substantial economy in the processing of documents required for issuing motor vehicle operators licenses.

Awards of \$200 were made to: Mrs. Madlyn A. Fox, Identification and Intelligence System, Albany (this award is in addition

to a previous award of \$10 for the same suggestion), for an improvement in data processing operations; Nelson J. Berninger, Insurance Dept., Albany, for a procedure which will result in better qualified candidates for insurance license examinations; Mrs. Rita M. Johnson, Identification and Intelligence System, Albany, for an improvement in the method of identifying arrest records; Wilma Ewell, Insurance Dept., Albany, for a suggestion which improves public relations, saves postage and eliminates certain files in the case of examinations for insurance agents, and George Andrews, Department of Agriculture and Markets, Albany, for preparing a consumer meat-

buying guide.

Awards of \$100 were received by: William A. Minkler, Department of Motor Vehicles, Albany; Mrs. Helen M. Kehrer, Department of Agriculture and Markets, Albany; Mary Grace McCue, Department of Agriculture and Markets, Albany; a joint award to Seymour Kaplan and Mrs. Mary Prothero, both Narcotics Addiction Control Commission; Peter Baraleski, Department of Motor Vehicles, Albany; Irving J. Broadhurst, Department of Social Services, Albany; a joint award to Mrs. Roslyn H. Cohen and Mrs. Sarah L. Bruce, both Department of State, Albany, and William Green, Workmen's Compensation Board, New York.

A joint award of \$80 was given to Richard L. Schoenthal, Bernard W. Smith, Alfred L. Horning and Rufus E. Hakes, all Department of Mental Hygiene, Seneca.

Awards of \$75 went to: Walter Olenyk, Workmen's Compensation Board, Albany; William A. Fitch, Department of Transportation, Albany; Mrs. Dorothy Claxton, Department of Civil Service, Albany; Arthur Silvano, Identification and Intelligence System, Albany; a joint award to James Turner and William Walsh, both Department of Motor Vehicles, Albany, and Arthur J. Burns, Department of Transportation.

Awards of \$50 were made to: Jeanette Welsenfeld, Department of Motor Vehicles, New York; Charles Scrimenti, Department of Mental Hygiene, Staten Island; Nicholas Barbera, Department of Transportation, Albany; Mrs. Thelma Chamberlain, Workmen's Compensation Board, Albany; Mrs. Edna Cave, Department of State, Albany, and Carolyn N. Ferguson, Identification and In-

CSEA Renews Its Demand For Rockefeller Meeting

(Continued from Page 1)
absolutely essential."

In a related move, Wenzl fired off a telegram to the Governor deploring the action of the State Department of Transportation in authorizing residences to send out road-patching crews at night. He cited an instance where a Cattaraugus County DoT crew was sent out after dark on Jan. 6 to patch a heavily traveled, two-lane State highway. Wenzl told Rockefeller that the foreman of the crew had called his residency stating the men "feared for their lives due to heavy traffic conditions and poor lighting" and, as a result, the work was discontinued. The CSEA leader asked the Governor to personally intervene by ordering the DoT to rescind the directive. Wenzl also said that CSEA "cannot condone, for any reasons, an action which poses a serious threat to the life and limb of our members."

"Growing Unrest"

Wenzl noted that there was "growing unrest among the rank-and-file; and morale is extremely low, since most of the employees affected fall within the \$5,240 to \$6,500 salary range and have depended on the overtime they had received during the Winter months and second jobs; their families have suddenly been deprived of their presence at home, and they are demoralized — with good cause.

The Administration apparently believes that suffering employees' work shifts will help solve the State's fiscal burden. It is obvious that it will not solve, but create more problems in the areas of safety for both the employee and the motorist, wasted work-time and morale.

"If the Administration truly wants to trim costs, it should look to the top where the fat is,

not to the low-paid State employee who always seems to be the fall guy when services have to be reduced."

Grossfield Chilled By Job Freeze

(From Leader Correspondent)

ROCHESTER — The State freeze on new hirings and promotions, the laying off of provisional and temporary employees and the cutbacks in overtime work ordered by the Rockefeller Administration is the biggest concern of CSEA chapter leaders in the Rochester area.

"This comes at a time when there is considerable unemployment in the rest of the economy and will be a further detriment to that economy," said Samuel Grossfield, president of the Rochester chapter and spokesman for other CSEA chapters in the area.

"Governor Rockefeller is out of line imposing these directives solely as so-called economy moves," he said. "There are other places where he could save more money, starting with the Albany Mall, places where he could economize without doing it at the expense of man beings."

The people who will be most affected by the freeze are those who work for institutions serving the poor, the State hospitals, correctional institutions and social service departments, Grossfield said.

He said every Rochester area chapter stands wholeheartedly behind CSEA president Theodore C. Wenzl in his efforts to persuade the governor to rescind his order.

Chapters pledging their support of president Wenzl are Rochester chapter, Rochester State Hospital chapter, Monroe County chapter, Brockport SUNY chapter, Newark State School chapter, Industry State School chapter and Division of Transportation chapter.

Tax Examiners Map Dinner-Dance

A gala dinner-dance, featuring entertainment, will set the pace as the State Tax Examiners Assn. embarks on its 1971 calendar of activities on Thursday, Feb. 11. Hosting the dinner will be Riccardo's Restaurant, 2101 - 24th Ave., Long Island City.

Cost of tickets will come to \$10 for paid-up members and their spouses, and \$13 for others. For further information, contact dinner chairman Marvin Braham at 488-6076, or your local Association co-ordinator.

telligence System, Albany.

Thomas C. Luther, Department of Civil Service, Albany, was awarded \$45. Awards of \$40 were received by: Victor L. Morelli, Department of Taxation and Finance, Albany; Mrs. May K. Brown, Department of Motor Vehicles, New York; Mrs. Harriet A. Fahey, Workmen's Compensation Board, Albany; Mrs. Anna M. Brennan, Workmen's Compensation Board, Albany, and Mrs. Marilyn Stracuzzi, Department of Motor Vehicles, Albany.

Other awardees received checks of \$35, \$25, \$15 and \$10.



QUARTER-CENTURY SERVICE — Anthony L. Califano of Elmsford, at right, accepts the congratulations of Westchester County Executive Edwin G. Michaelian, center, at recent ceremony honoring those Westchester employees who have completed 25 years of County service. Califano, a member of the staff of the County Department of Correction, joined the County system in September 1945. At left is Roberts J. Wright, Westchester Commissioner of Correction. Visible, seated, is Robert H. Head, assistant personnel officer for the County.



CONTRACT SIGNING — Robert Dobstaff, president of the West Seneca unit, Civil Service Employees Assn., signs a recently negotiated contract with the Town while Robert A. Milling, left, CSEA field representative, James A. Roof, seated, West Seneca supervisor, and Earl Knight, right, Town negotiator, watch. The pact covers 150 Town employees and includes a 12 percent pay hike over two years; a longevity clause to include \$100 after 15 years' service and \$100 after 20 years' service; increased vacation and retirement benefits; improved medical benefits to include prescriptions, and adoption of shorter Summer working hours.

Suggest Grad Degree Among Background For Prin. Chem. Posts

Plans to hire sanitary specialists in the post of principal chemist have been kicked off with a City Personnel Dept. announcement to the effect that filling has embarked. The \$17,525 jobs, situated with the Environmental Protection Administration, will accept applicants through Jan. 26.

Basic standards specify graduate training: a master's with a major in sanitary engineering, chemistry or an allied field plus seven years of relevant lab experience, or a doctorate in one of these disciplines plus five years of pertinent lab exposure—including "the analysis of natural and polluted water and waste water." Educationally, at least 12 credit hours should have been concerned with analysis and treatment of water in its different states.

A closer look at the job specifications can be gotten by consulting Exam Notice No. 0181, available at 49 Thomas St., Manhattan, offices of the Department of Personnel. While an experience paper as filed will be evaluated in place of a formal test, applicants must still pass the physical exam in order to achieve eligibility for appointment.

Coordination Off

The City Personnel Dept. discloses that of contestants seeking to become senior project development coordinator, HDA, some six were rated as ineligible.

City Exam Coming Soon for

SUBWAY CONDUCTOR

\$145.00 a week to start

BUS DRIVER

\$155.00 a week to start

INTENSIVE COURSE COMPLETE PREPARATION

Class meets Tuesday at 6:30 beginning Jan. 19.

Write or phone for information

Eastern School AL 4-5029

721 Broadway, N.Y. 10003 (at 8 St.)
Please write me free about the Conductor & Bus Driver Class.

Name _____
Address _____
Boro _____ LI

Do You Need A

High School Equivalency Diploma

for civil service
for personal satisfaction
6 Weeks Course Approved by
N.Y. State Education Dept.

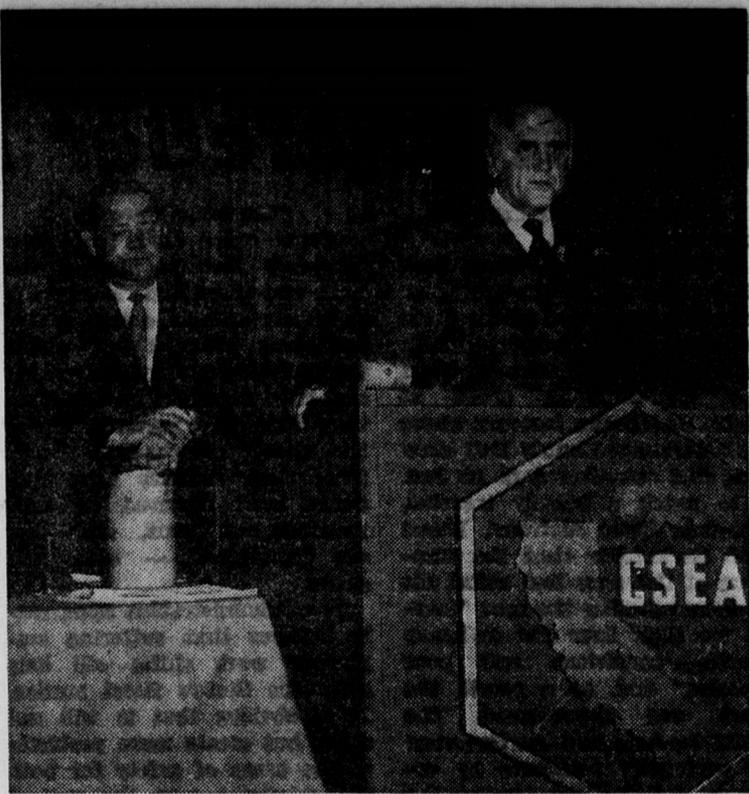
Write or Phone for Information

Eastern School AL 4-5029

721 Broadway, N.Y. 3 (at 8 St.)

Please write me free about the High School Equivalency class.

Name _____
Address _____
Boro _____ PA, LI



PRESIDENT SPEAKS — Theodore C. Wenzl, Statewide president of the Civil Service Employees Assn., speaks to members of the California State Employees Assn., as outgoing California CSEA president Robert F. Carlson looks on. Wenzl was featured speaker at the California Association's annual convention recently.

Trackman Eligible List

(Con't. from Previous Editions)

5121 Alphonso J Johnson, Robert Alford Jr, William H Mifflin, Samuel L Wilson, Robert J Ryner, Alvis Marrow, Henry Haws, James G Tonge, Vincent T Canada, Herbert Scott, James G Keenan, Chester Parrish, Mario Santiago, Herbert C Griffin, Felt Wilson, Gregory E Scurdy, Felix Ferguson, Leroy Jones, George C Forehand, Thomas L Storms, Grenville Nichols, Earl W Wilkinson Jr, Leslie V Lee, John J Vitta Jr, Willis S Brown, Gerard Easterbrook, Wenzell T Keenan, Pedro A Garcia, Adam Hanachi, Milton E King, Melvin Moore, Amos G Allen Jr, Gerald P Corbett, Joseph J Cappelletti, Albert Blzzell, Nat Weisshar, James W Jacobs, Raymond C Hanway, Angelo A Testa, Earl S Minnis.

5161 James Linhart, Freddie L West, Willie F Swayer Jr, Robert A Papocchia, George E Jordan, Arnold McClour, Rufus L Hines, Harry E Morgan, William H Caldwell, John H Harris, Wilton Degraffe, Charles J Deodato, Johnny R Kittrell, Albert Williams, Sidney Backman, Enrique O Walcott, William T Lee, Rufus L Ferguson, Douglas A Anderson, George W Miller, Melvin Barber, Gerardo M Centelles, Edward H Flowers, George P Jordan, William F Reddick, Francis R Mulroy, George F Hewitt, Andres Arroyo, James Lipford, James A Brown, Allen Pitts, Samuel L Turner, Woodrow Williams Jr, Elbert Jones, Michael Mazza, Will E Burell, Elliott Gulsintanner, David M Artis, Lorenzo Hewitt, Henry A Rhines.

(To Be Continued)

To Keep Informed,
Follow The Leader.

Wanted - Home Typist

LISTS & MISC assignments. Pick-up & deliver, Downtown area. Call Miss Bennett, 233-6097, 9:30 to 4:30.

T
Y
P
E
W
R
I
T
E
R
S



\$20

MIMEOS ADDRESSERS,
STENOTYPES
STENOGRAPHS for sale
and rent, 1,000 others.

ALL LANGUAGES
TYPEWRITER CO, Inc.

119 W. 23 St. (W. of 6th Ave.) NY, NY
Chelsea 3-8086

Men, Women—Easily Learn to

INVESTIGATE ACCIDENTS

Low cost course, 2 nights w/ky for 12 wks. (Sat. classes also). Exciting secure future. No age or education requirements. Call now.

FREE BOOKLET - BE 3-5910

ADVANCE BUSINESS INSTITUTE
851 Broadway, N.Y. 1, N.Y.

To Get Full-Time Wage

Mrs. Bastone Quits City Job To Cope With Retiree Chores

Mary Bastone, assistant secretary-treasurer of the NYC Civil Service Retired Employees Assn., retired from the Department of Sanitation, effective Dec. 29, 1970, to become the first full-time paid employee of the Association.

Mrs. Bastone has handled Association fiscal affairs and has been the office manager for the past two years. Her services were completely voluntary. She handled chores during her lunch hour and every evening of the week.

However, the volume of work became so much that president Gerard Farley, offered her a full-time paid position, which necessitated Mrs. Bastone's retirement from City service.

"We appreciate Mrs. Bastone's devotion to our cause," said Farley, "and the volunteering of her lunch hours, evenings, vacation time, etc. I am immensely pleased that she has agreed to join us as our first full-time employee. We are growing by leaps and bounds, and appreciate the dedication of our many daily volunteers who come long distances several times a week to help us and the pensioners of the City of New York. I have never heard of such dedication and am constantly amazed at the attendance record, which is just about perfect."

In her new capacity, Mrs.

Bastone will continue her duties as assistant secretary-treasurer and expand her sphere of duties to include the answering of mail in Italian to several hundred pensioners of Italian extraction who live abroad.

Herbert S. Bauch, secretary-treasurer of the Association, commented: "It is with a sigh of relief that we learn Mrs. Bastone will come to us on a full-time basis. Thousands of our members have met her and attested to both Mr. Farley and myself of her pleasant manner and financial expertise. Our entire staff is immensely pleased with her decision to retire and join our family as the first full-time paid employee, which in itself is an indication of the growth of our Association."

The CSREA executives pointed out the fact that when several thousand retirees, all members of the Association, marched around City Hall last March in support of cost-of-living legislation affecting retirees, Mrs. Bastone took the day off and was in charge of the command post at Association headquarters. Much of the credit for the smooth operation that day was credited to her, it was recalled.

Freeze Cement Mason Filing Tomorrow— Set Test On Jan. 22

Potential applicants for promotion to cement mason, a City post limited to present mason's helpers, have only until tomorrow to file for the coming Jan. 22 exam. Applications must be filed in person before 4 p.m. in Room 216, 55 Thomas St., New York City.

The test, designated No. 0514, will take in several areas: performance, weight 35; seniority, weight 15, and practical, weight 50. On the practical, says the City Personnel Dept., candidates are asked to show "knowledge and skill with materials and tools in the production of a work sample."

CSREA Search On For Office Mgr. At Assn. Headquarters

A position as office manager for the New York City Civil Service Retired Employees Assn. is available to a retired City employee or an employee in City service who holds the rank of supervising clerk or above.

Qualifications for the position are that the individual should be able to type adequately, answer letters, meet with and discuss topics of interest to City employees and generally present a good appearance. If the applicant has any public relations experience, that experience will materially aid in his selection.

Applicant must live within the five boroughs and be able to drive a car.

The ultimate objective will be to train the applicant to become an executive within the growing framework of the Association, and as such to be able to address government bodies, committees, fraternal groups, unions, etc., on Association policies and objectives.

Applicants will be interviewed in Association headquarters at 325 Broadway, Room 310, Manhattan on Wednesdays, Thursdays and Fridays from 10 a.m. to 3 p.m. by Mrs. Kay O'Brien, administrator of the Association. Those presently employed who cannot be interviewed during these hours, but who can come in evenings, may call Mrs. O'Brien at 233-7541, for an appointment.

SECURITY AND HIGH PAY IN PRINTING GRAPHIC ARTS

A FAST GROWING INDUSTRY THAT NEEDS TRAINING PEOPLE

- Day, eve., Sat classes
- Student loans available (pay after graduation)
- Free job placement
- Approved for veterans
- Licensed by N.Y. State Education Depts.
- Free aptitude test

Classes starting December.

CALL TODAY **WO 2-4330**

MANHATTAN SCHOOLS OF PRINTING

80 West Broadway, N.Y.C. 10007
Send details to me.

Name _____

Address _____

City _____ State _____ Zip _____

C1215

SCHOOL DIRECTORY

MONROE INSTITUTE — IBM COURSES Computer Programming, Key punch, IBM-360, Special PREPARATION FOR CIVIL SERVICE TESTS, Switchboard, NCR Bookkeeping machine, H.S. EQUIVALENCY, Day & Eve Classes. EAST TREMONT AVE. & BOSTON RD., BRONX — KI 2-5600 115 EAST FORDHAM ROAD, BRONX — 933-6700
Approved for Vets and Foreign Students. Accred. N.Y. State Dept. of Education.

State And County Eligibles

SR TYPIST

1	Welbert W Worcester	100.0
2	McGuckin S Buffalo	97.5
3	Samuels H Buffalo	96.1
4	McElhone S Binghamton	96.0
5	Caughy M Cortland	95.9
6	Paterson D Setauket	95.8
7	Marsellus M Syracuse	95.0
8	Hoffman D Merick	94.7
9	Roosevelt M Elmira	94.5
10	Gilmartin A Scotia	93.9
11	Battle J Bronx	93.8
12	Theobalds J Brooklyn	93.4
13	Cady M Vestal	93.3
14	Leeb K Syracuse	93.2
15	Schuff K Albany	93.2
16	Nom M Waterford	93.2
17	Zuckerman B Brooklyn	92.8
18	Jouvere J Levittown	92.8
19	Bowman E Albany	92.2
20	Schirmer N Dansville	92.1
21	Cornish C Elmira	92.1
22	March D Schenectady	91.6
23	Mentro M Buffalo	91.5
24	Conover S Ft Lee NJ	91.5
25	Andrews V Buffalo	91.5
26	Brown I Mt Morris	91.4
27	Nicholson E Ballston	91.3
28	Kerbel E Bloomingburg	90.9
29	Deorman E Horseheads	90.9
30	Mastromarini M Albany	90.9
31	Taylor D Cheektowaga	90.8
32	Scharer V Dunkirk	90.8
33	Acker F Voorheesvil	90.6
34	Bailey E Voorheesvil	90.5
35	Daugherty D Mechanicvil	90.3
36	Hatlas H Nassau	90.3
37	Moeko B Binghamton	90.2
38	Hendrickson A Brooklyn	90.1
39	Bleshoy A Syracuse	90.1
40	Krager A Dryden	90.0
41	Downey C Dansville	89.9
42	Suton I Brooklyn	89.6
43	Patricia I Albany	89.6
44	Eddy J Oswego	89.6
45	Beno L Utica	89.6
46	Bernstein B Buffalo	89.6
47	Banks H New Paltz	89.4
48	Goodman S Bellmore	89.3
49	Koontz F Williamsvil	89.3
50	O'Hearn B Hamburg	89.2
51	Frankel E New York	89.2
52	Bailey E Troy	89.2
53	Cron M Binghamton	89.2
54	Owen D Delmar	89.1
55	Cohen R Syracuse	89.1
56	McGee L N Tonawanda	88.6
57	Wuzniak B Buffalo	88.6
58	Taylor C Brockport	88.4
59	Topp N Syracuse	88.4
60	Boulay L Stony Point	88.3
61	Kane F Syracuse	88.3
62	Toy A Syracuse	88.3
63	Clark S Red Hook	88.2
64	Ring B Troy	88.2
65	Roberts D Brooklyn	88.0
66	Congel A Syracuse	87.9
67	O'Brien D Utica	87.8
68	Sertick W Buffalo	87.8
69	Ewen L Baldwinsvil	87.5
70	Thompson R Buffalo	87.5
71	McGrew H Syracuse	87.5
72	Foiadelli G Chatram	87.5
73	Roberts M Latham	87.4
74	Merritt E Kenmore	87.3
75	Baker J Oneonta	87.2
76	Goodwin B Buffalo	87.2
77	Pole I Rochester	86.8
78	Chace H Walton	86.7
79	Miles T Voorheesvil	86.6
80	Toohy B Delmar	86.5
81	Wetzel J Buffalo	86.5
82	Zimmer M Kenmore	86.3
83	Boyle M Albany	86.2
84	Carter M Elmira	86.2
85	Commissio M Defreestvil	86.2
86	Breen S Dannemora	86.1
87	Nichols K Holley	86.1
88	Spink D Cohoes	86.0
89	Munshen E Kenmore	86.0
90	Carey V Albany	86.0
91	Sleeper G Albany	86.0
92	McMaster L Nunda	85.8
93	Izzo L Auburn	85.7
94	Davidson M Selkirk	85.7
95	Wardorf M Tonawanda	85.6
96	Debrine E Byron	85.6
97	Petrulich F Syracuse	85.5
98	Hanrahan L Tonawanda	85.5
99	McGuire M Albany	85.5
100	Toohy M Schenectady	85.4
101	Starnes K Schenectady	85.4

104	Collins M ew Paltz	85.4
105	Hunter M Albany	85.4
106	Harvey R Eggertsville	85.4
107	Harvey R Eggertsville	85.4
108	Regonini B Franklin Sq	85.3
109	Frydrychowski V Buffalo	85.1
110	Plis A Auburn	85.1
111	Swimmer A Bronx	85.1
112	Brunelle M Albany	85.0
113	Bangs P Chemung	85.0
114	Duncan A Troy	85.0
115	Mellilo A Mastic	85.0
116	Beiffuss M Buffalo	84.8
117	Gilmore H Auburn	84.8
118	Marturano Oswego	84.8
119	Greenwood E Homer	84.8
120	Alverson J Delhi	84.8
121	Beckel B Setauket	84.7
122	Giannaris J Plattsburgh	84.7
123	Skubon H Woodbourne	84.6
124	Wagner M Buffalo	84.6
125	Fingerhut M Schenectady	84.5
126	Guiry S Albany	84.5
127	Ecker L Eggertsville	84.4
128	Flynn R Buffalo	84.4
129	Faidman C Dexter	84.4
130	Balsanek L N Babylon	84.3
131	Hanzman L Rochester	84.3
132	Kahrholz M Mt Morris	84.3
133	Kahriman S Astoria	84.2
134	Brady A Rensselaer	84.1
135	Easter P Syracuse	84.1
136	Condon L Staten Is	84.1
137	Kane S Troy	84.0
138	Hickey M Ballston	84.0
139	Chakmakas P Schenectady	83.9
140	Pomerance W Brooklyn	83.8
141	Pomerance W Brooklyn	83.8
142	Vandenbergh B Bethpage	83.8
143	Stojek B Islip	83.7
144	Brewster S Bbooklyn	83.7
145	Dallaird C N Troy	83.7
146	Apstale E Pine City	83.6
147	Trotta H Utica	83.6
148	Pastirik L Horseheads	83.5
149	Dennie M Oswego	83.5
150	Gerenstein P Brooklyn	83.4
151	Raus M Cortland	83.4
152	Harlock M Buffalo	83.3
153	Shredler B Attica	83.2
154	McDonough L Middletown	83.2
155	Hieted M Albany	83.0
156	Campbell D Staten Is	83.0
157	Ray E Albany	83.0
158	McNamara E Oswego	82.9
159	Irom D Brooklyn	82.8
160	Robbins M Troy	82.6
161	Vangord M Cortland	82.6
162	Johnson M Albany	82.6
163	Lustig E Syracuse	82.5
164	King V Watervliet	82.5
165	Neville B Chatham	82.4
166	Boyle M Albany	82.4
167	Lazar S Troy	82.4
168	Morley S Troy	82.3
169	Mauragis H Medina	82.2
170	Fedoroff O Val Stream	82.2
171	Godfrey F Schenectady	82.2
172	Bell M Troy	82.1
173	Rabe D Tonawanda	82.0
174	Branganam M Queens Vill	82.0
175	Klein C Buffalo	82.0
176	Paul J Altamont	81.9
177	Gumer G Endicott	81.7
178	Tumonia A Albany	81.7
179	Goodfellow F Staten Is	81.7
180	Fuller P Cortland	81.7
181	Detting S Worcester	81.6
182	Koless D Bladell	81.6
183	Higgins N Gainesville	81.6
184	Aliberti M N Babylon	81.6
185	Meyer J Middletown	81.5
186	Blaich D Hamburg	81.3
187	Debrossard D Brooklyn	81.2
188	D'Giff A Brooklyn	81.2
189	Belmonte C Albany	81.1
190	Scaccia E Mt Morris	81.1
191	Drum Y Greene	81.1
192	Rybacki B N Tonawanda	81.0
193	Gaudette J Saratoga Sprg	81.0
194	Grunde D Uniondale	81.0
195	Frisk L Schenectady	81.0
196	Durocher H Latam	81.0
197	Hulsopple J Delmar	80.8
198	Olszewski J Buffalo	80.6
199	Davis A Tonawanda	80.6
200	Putnam L Elbdidge	80.6
201	Messina M Albany	80.5
202	Regalbutto A Bronx	80.4
203	Schwartz D Albany	80.4
204	Ellis M Middleburgh	80.4
205	Sturgis M Albany	80.4



NEGOTIATIONS Members of the Civil Service Employees Assn. Dept. of Motor Vehicles negotiating team meet with the Department of Motor Vehicles in Albany. Clockwise from left are: Margie Donlin, from the Office of Employee Relations; Charles Carroll, Dennis O'Brien,

Allan Fein, Paul Felt and Joseph Donovan, members of the DMV negotiating team; Barry Lodge, Max Lieberman, Ida Rice, members of the CSEA negotiating team; John A. Conoby, CSEA collective bargaining specialist; Thomas McDonough, chairman of the CSEA team; Allen Smyth, Carolyn McCarthy and Mary Mirabile, members of the CSEA team.

204	Clark C Baldwinsvil	80.3
205	Delorenzo R Schenectady	80.3
206	Medwick M Watertown	80.3
207	Smith M Albany	80.2
208	Castle E New Baltimore	80.1
209	Beach P Albion	80.1
210	Kopelov T E Rockaway	80.1
211	Schoenheit B Camillus	80.1
212	Pressman Y Bronx	80.0
213	Hagadorn M Hornell	80.0
214	Mortimer T Albany	79.9
215	Buono E Scotia	79.8
216	Stacy O Albany	79.7
217	Willis M Albany	79.7
218	Cooney M Rensselaer	79.6
219	Drogen E East Meadow	79.6
220	Fahmer M Clarkston	79.6
221	Salls K Albany	79.6
222	Kanieck B Brockport	79.6
223	Delorey E Schenectady	79.5
224	Kolodney L Staten Is	79.5
225	Barnett R Wantagh	79.5
226	Franklin M Albany	79.4
227	Keeler M Albany	79.4
228	Fabiano M Glen Cove	79.4
229	Gordon M Troy	79.4
230	Stiefel S Oneonta	79.3
231	Bailey M Albany	79.3
232	Laylee W Dannemora	79.2
233	Doane J Buffalo	79.2
234	Ilcannon V Brockport	79.2
235	Sammone M Johnstown	79.2
236	Barber G Hornell	79.2
237	Westbrook S Troy	79.2
238	Ley L Albany	79.2
239	Hoffman F Brooklyn	79.1
240	Finn J Oneonta	79.1
241	Sutton A Glen Oaks	79.1
242	Caputo E Bay Shore	79.1
243	Dillon J Troy	79.0
244	Witek A Depew	79.0
245	McCarthy M N Tonawanda	79.0
246	Fuller H Schenectady	78.9
247	Gallup D Oneonta	78.9
248	Hotaling J Cobleskill	78.8
249	Hage R Amsterdam	78.8
250	Scarpinato L E Chatram	78.7
251	Cheshire H Oyster Bay	78.7
252	Leonardini V New York	78.6
253	Miller M Albany	78.6
254	Sikorski D Syracuse	78.6
255	Richards L Troy	78.6
256	Mainville H Albany	78.6
257	Greenwald E Brooklyn	78.5
258	Romanelli M New Paltz	78.5
259	Hunter P Albany	78.4
260	Englert M Rochester	78.4
261	Harder D Spengertown	78.4
262	Eldred M Middletown	78.4
263	Gula S Bloomingville	78.3
264	Raymond B Syracuse	78.3
265	Keegan K Binghamton	78.3

266	Spencer J Warsaw	78.3
267	Vishnesky E Conklin	78.2
268	Radez J Albany	78.2
269	Harper C Ft Edward	78.2
270	Esposito L N Babylon	78.1
271	Schlitz H Endicott	78.1
272	Ormsbee K Medusa	78.1
273	Retzlaff A Ballston Spa	78.1
274	Smith D New York	78.1
275	Bayk M Waterford	78.0
276	Jaques M Elmira	77.9
277	Choules B Albany	77.8
278	Pitman D Troy	77.8
279	Todd J Hornell	77.8
280	Sebast H Loudonville	77.8
281	Connell A Bronx	77.7
282	Jackson V Bronx	77.7
283	Randall M Dansville	77.7
284	Feiler C N Merrick	77.6
285	Bernstein F Flushing	77.6
286	Gamble J Uniondale	77.5
287	Dunbar V Attica	77.5
288	Richardson N Brooklyn	77.5
289	Thompson R Syracuse	77.5
290	Chamberlain J Elmira	77.5
291	Diffenback J Albany	77.5
292	Peterson V New York	77.5
293	Swan R Buffalo	77.4
294	Valllunga M Troy	77.4
295	Hodgetts C Syracuse	77.4
296	Vinette B E Syracuse	77.4
297	Pifer A Wayland	77.4
298	House P Milford	77.4
299	Bosley B Wingdale	77.2
300	Picciano S Auburn	77.2
301	Bossard L Albany	77.2
302	Doring D Tonawanda	77.2
303	Beach C Albion	77.1
304	Miller D Mamaroneck	77.1
305	Lamanto G Tonawanda	77.1
306	Leonardo E Bellerose Mnr	77.1
307	O'Connell Helen Miller Place	77.1
308	Engel E Woodridge NJ	77.1
309	Christensen L St James	77.1
310	Rogers D Baldwinsvil	77.1
311	Briscoe P New York	77.0
312	Primeau M Cohoes	77.0
313	Ward P Liberty	77.0
314	Fitzgerald M North Creek	76.9
315	Loo H Staten Is	76.9
316	Gardner E Schenectady	76.8
317	Diane E Albany	76.8
318	Webster J Binghamton	76.8
319	Marino L Waterford	76.7
320	Sawyer A Oneonta	76.7
321	Amidon J Dansville	76.7
322	Pallone G Loudonville	76.7
323	Savage W Buffalo	76.6
324	Crehan K Buffalo	76.6
325	Lamy H Warrensburg	76.5
326	Robison H Delhi	76.5
327	Stephens C Albany	76.5
328	Peters L Smithtown	76.4
329	Jester S Albany	76.4
330	Rocco E Albany	76.4
331	Large J Albany	76.4
332	Gaies B Troy	76.3
333	Egnitz M Farmingdale	76.3
334	Starker L Albany	76.3
335	Galvin I Cortland	76.2
336	Kellar H Watertown	76.2
337	Lavelle H Lackawanna	76.2
338	Sterman R Albany	76.2
339	Paine E Snyder	76.2
340	Jackson A Brooklyn	76.1
341	Ives J Binghamton	76.1
342	Buttino S Cortland	76.1
343	Bellamy D Medina	76.1
344	Richardson S,Amelia	76.1
345	Kaido P Albany	76.1
346	Deutsch G Hicksville	76.0
347	Slusarz J Amsteddham	76.0
348	Gerlach M Buffalo	76.0
349	Crabill K Voorheesvil	75.9
350	Keating M Green Island	75.9
351	Ellers R Raymondville	75.9
352	Foster L Oneonta	75.8
353	Peppard C Cortland	75.8
354	Schuff S Brockport	75.7
355	Neid P Leroy	75.6
356	Zajd H Buffalo	75.6
357	Simpson J Pavilion	75.6
358	Martin B Rome	75.6
359	Licata M Kings Park	75.4
360	Dearstyne K Loudonville	75.4
361	Mulrenan J Farmingdale	75.4
362	Stanco J Schenectady	75.2
363	Bartosik L Amsteddham	75.2
364	Hardy L Attica	75.2
365	DeMarco D Stillwater	75.1
366	Brunell M Ballston Spa	75.1
367	Veatch P Albany	75.1
368	Wright S Scotia	75.1
369	Rosenblum T Albany	75.1
370	Coughtry J Slingerlande	75.1

EMPLOYMENT SRVS REP		
1	Rooney E Pelham	91.6
2	Matthews H Bx	91.4
3	Divito J Lewiston	90.6

TO HELP YOU PASS GET THE ARCO STUDY BOOK

BOOKS	PRICES
Accountant Auditor	5.00
Administrative Assistant Officer	5.00
Assessor Appraiser (Real Estate)	5.00
Attendant	3.00
Attorney	5.00
Auto Machinist	4.00
Auto Mechanic	5.00
Beginning Office Worker	5.00
Beverage Control Invest.	4.00
Bookkeeper Account Clerk	4.00
Bridge & Tunnel Officer	4.00
Bus Maintainers - Group B	4.00
Bus Operator	4.00
Buyer Purchasing Agent	4.00
Captain Fire Dept.	6.00
Captain P.D.	6.00
City Planner	4.00
Civil Engineer	5.00
Civil Service Arith. & Vocabulary	3.00
Civil Service Handbook	1.00
Clerk N.Y. City	4.00
Clerk G.S. 4-7	5.00
Complete Guide to C.S. Jobs	1.00
Const. Supv. & Inspec.	4.00
Correction Officer	4.00
Court Officer	5.00
Dietitian	5.00
Electrician	5.00
Electrical Engineer	5.00
Engineering Aide	4.00
Federal Service Ent. Exam	4.00
Fingerprint Technician	4.00
Fireman, F.D.	4.00
Fireman in All States	4.00
Foreman	5.00
General Test Pract. for 92 U.S. Jobs	4.00
H.S. Diploma Tests	4.00
High School Entrance & Scholarship Test	3.00
H.S. Entrance Examinations	3.00
Homestudy Course for C.S.	4.00
How to get a job Overseas	3.00
Hospital Attendant	4.00
Housing Assistant	5.00
Investigator-Inspector	5.00
Janitor Custodian	5.00
Laboratory Aide	4.00
Lt. Fire Dept.	5.00
Lt. Police Dept.	6.00
Librarian	4.00
Machinists Helper	5.00
Maintenance Man	4.00
Maintainer Helper A & C	4.00
Maintainer Helper Group B	4.00
Maintainer Helper Group D	5.00
Management & Administration Quizzer	5.00
Mechanical Engineer	4.00
Motor Vehicle License Examiner	5.00
Motor Vehicle Operator	4.00
Notary Public	4.00
Nurse (Practical & Public Health)	5.00
Parking Enforcement Agent	4.00
Prob. & Parole Officer	6.00
Patrolman (Police Dept. Trainee)	6.00
Personnel Assistant	4.00
Pharmacists License Test	4.00
Playground Director - Recreation Leader	4.00
Policewoman	4.00
Postmaster	4.00
Post Office Clerk Carrier	4.00
Post Office Motor Vehicle Operator	4.00
Preliminary Practice for the H.S. Equivalency Diploma Test	4.00
Principal Clerk-Steno	5.00
Probation & Parole Officer	6.00
Professional Career Tests N.Y.S.	5.00
Professional Trainee Adm. Aide	5.00
Public Health Sanitarian	5.00
Railroad Clerk	4.00
Real Estate Manager	4.00
Sanitation Man	4.00
School Secretary	4.00
Sergeant P.D.	5.00
Senior Clerical Series	5.00
Social Case Worker	5.00
Staff Attendant & Sr. Attendant	4.00
Stationary Eng. & Fireman	4.00
Storekeeper Stockman	4.00

Contains Previous Questions and Answers and
Other Suitable Study Material for Coming Exams

ORDER DIRECT — MAIL COUPON

65c for 24 hours special delivery
C.O.D.'s 40c extra

LEADER BOOK STORE
11 Warren St., New York, N.Y. 10007.

Please send me _____ copies of books checked above.

I enclose check or money order for \$ _____

Name

Address

City State

Be sure to include 6% Sales Tax

FIRE FLIES

by Paul Thayer

From where I'm sitting, it would seem that Father Knick is getting to be a very, very old man. This trusting breed—the Fire Officer—has been telegraphing the punch for an awfully long time now but it seems obvious that he neither has the strength to open the door to accept the message nor the will and/or desire to understand if he had. You, Father Knick, must have varicose veins in your brains if you insist upon breaking faith with your devoted servants and, believe you me Sir, I get around and sample the pulse a hell of a lot more than you do and what I hear is not good. The men are angry . . . and for men who would consider a handshake to be a contract as they have many times in the past.

Father Knick, the jaws are set and jutting and from that very special breed whose members would die if need be in order to fulfill his contract with

Prober Roster

The City Personnel Dept. indicates that eight list notices have been sent out in connection with the open-competitive test for institutional inspector.

you, that bodes trouble! Sooooo, how about reading the message . . . as the man from Dial Soap says . . . you'll be glad you did!

The above was not written yesterday although it well might have been. Rather, it was written on April 21, 1970, in this column.

As of this writing, all parties involved in the labor negotiations have agreed to cease the name calling, stop the job action and get down to serious negotiations.

This writer wonders why, in view of the many warnings that appeared in the daily press as far back as April of last year, Father Knick didn't elect to see that real trouble was on its way. The message was loud and clear. Every labor writer, every editor worth his salt . . . right down to Clarence the copyboy . . . could see it coming—everyone except Father Knick who went and hid under the bed with the dough stashed somewhere in the mattress.

With delicate behind-the-scenes negotiations now taking place, far be it from me to throw a monkey wrench into the works, but when this mess is finished, I'm going to indulge in a bit of evaluation which, among other things, will cause a few faces to redden and a few heads to hang in justifiable shame.

Good luck to both Jack Kelly and Mike Maye and remember . . . with a present budget consisting of over 60,000 more people than Bob Wagner had in his last budget, maybe if the dough isn't in the mattress, it's on the top shelf in the cookie jar. S'long!

FIREFIGHTERS STILL FIGHT FIRES, NOT PEOPLE, BUT THEY ALSO REMEMBER IN NOVEMBER.

LAS VEGAS

PRESIDENTS WEEKEND SPECIAL
FEBRUARY 12-15, 1971

Four Spectacular Days & Three Exciting Nights, Round Trip Jet Flights via Scheduled Airlines. Famous Resort Hotels, Cocktails and Shows. Complete Dinner Program and More. Some Space Still Available.

No Casino Deposits Required
For Details Call Ken or Marie
(212) 889-7806

Step out
with the
finest!



Model P977
Light Brown with
Silver Grille.

Built-in cord,
Two-way power

No need to leave fine music home.

This beauty plays rich FM, plus your AM favorites—in style!

- Built-in cord, Two-way power
- Solid-State design
- Battery-saver circuit
- Big 3 1/2" dynamic speaker
- Switchable AFC on FM
- Two antennas
- Convenient shoulder strap

KELLARD CO., INC.

108 Fulton Street

NY City DI9-3640

International Camper & Trailer Show

JANUARY 23-31, 1971

DAILY 12 NOON - 10 P.M. - SUNDAY 1 P.M. - 7 P.M.
ADULTS \$2.50 - CHILDREN UNDER 16, \$1.50

madison square garden center
exposition rotunda



We understand.



Lower Funeral Prices

Have Always Been Traditional At

Walter B. Cooke, Inc.

FUNERAL HOMES

Call 628-8700 to reach any of our affiliated Walter B. Cooke neighborhood funeral homes.

4 Honorable Mentions

P. D. Awards Going To 916

Police Commissioner Patrick V. Murphy, in general orders issued for 1970, awarded citations to members of the force for meritorious service as follows: Honorable Mention, 4; Exceptional Merit, 6; Commendation, 20; Meritorious Police Duty, 174, and Excellent Police Duty, 712. The total come to 916.

The following Honorable Mention awards were made: Detective James M. Ziede, Special Services Division, on April 24, 1970, apprehended and arrested a would-be assassin, disarming him of a loaded gun. The perpetrator had made an abortive attempt to assassinate a foreign dignitary.

Patrolman Thomas Cunningham, Patrolman John Nally, 71 Pct., Patrolman Darrell Keath, 77th Pct., on March 28, 1970, arrested two perpetrators of an armed robbery. In apprehension of these perpetrators, two of the officers, Patrolman Keath and Patrolman Cunningham, received gunshot wounds.

Park Patrol Posts Close In 2 Weeks

Jan. 25 will see the conclusion of the filing period for park patrolman, a State title that starts with wages of \$3.91 per hour. These are, incidentally, posts permitting entrants to qualify as high school graduates, experience being unnecessary. Patrolman uniforms are supplied, says the L.I. State Park Commission, your potential employer.

Examination day will come Feb. 27, subject matter to include provisions of the State Penal Law, Code of Criminal Procedure, Vehicle and Traffic Law, judgment in the police field and preparing written reports. Those who lack a diploma are able to substitute office, business, industrial or military experience on a year-for-year basis. Maximum age for the position is 34.

Height, Weight Standards

Usual physical and medical standards will apply, with height minimum standing as 5 feet, 9 inches; weight at 150 lbs. With character also evaluated, conviction of a felony will bar your entry while conviction of other offenses will be weighed individually. An appropriate State driver's license is necessary prior to appointment.

Job duties include: enforcing laws and park ordinances giving assistance and information to the public; patrolling on foot, horseback, motorcycle or radio car, and maintaining station house blotter and radio police log, plus other allied responsibilities.

In inquiring to the Department, care of the State Office Campus, Albany 12226, request Exam Bulletin No. 23-395 along with an application for filing.

BUY
U.S.
BONDS

Eligibles on State and County Lists

CIVIL SERVICE LEADER, Tuesday, January 12, 1971

(Continued from Page 11)

SR CASE WORKER PA

1 Braun M Buffalo	92.0
2 Schwartz M Kenmore	90.3
3 Bunford K Buffalo	88.5
4 Harris P Hamburg	88.1
5 Chamberlain J Buffalo	87.8
6 Noble V Elma	87.8
7 Schoenl D West Seneca	87.5
8 Servatius B New York	87.3
9 Wilcox J Snyder	87.1
10 Needell T Crittenden	86.9
11 Sieracki K Buffalo	86.8
12 Byers R Akron	86.7
13 Walker E Buffalo	86.4
14 Brandt M Buffalo	86.3
15 Gier J Williamsvil	86.3
16 Peugeot S Buffalo	86.1
17 Walh P Buffalo	85.8
18 Jorgensen A Buffalo	85.7
19 Searing R Getzville	85.5
20 Rice M West Seneca	85.5
21 Vandyke E Williamsvil	85.5
22 Roop G Buffalo	85.3
23 Kubiak B Buffalo	85.0
24 Uminski M Kenmore	84.9
25 Kumrow E Snyder	84.5
26 Janczak M Buffalo	84.4
27 Gardner F Buffalo	84.3
28 Guarino J Buffalo	84.1
29 Steinmuller L Buffalo	84.1
30 Sayre G Cheektowaga	84.1
31 Walker E Depew	84.0
32 Lucken R Buffalo	84.0
33 Mahady M Buffalo	83.8
34 Prizny J Buffalo	83.4
35 Levy M Tonawanda	83.3
36 Gans P Buffalo	83.2
37 Butler J Buffalo	83.0
38 Morehouse G Buffalo	82.9
39 Keeron O South Wales	82.8
40 Cushing W Hamburg	82.7
41 Rampino T Buffalo	82.7
42 Kowalewski P Buffalo	82.7
43 Hurley J Cheektowaga	82.6
44 Porter E East Concord	82.6
45 Hymes W Buffalo	82.4

SR BACTERIOLOGIST VIROL

1 Perrins V Troy	82.4
2 White J Albany	75.3

SR INS EXMR REPORT AUD

1 Grill M Forest Hills	79.1
2 Ayres W Jamaica	77.1
3 Grimmell L Dix Hills	76.4

SR INS EXMR LIFE

1 Ressler L Bklyn	87.6
2 Molinaro M NY	85.9
3 Fleming R Woodside	84.6
4 Werling V Teaneck NJ	83.6
5 McClain M Jamaica	78.5
6 Giraldi C NY	77.0
8 Smith P Bx	76.6
9 Ayres W Jamaica	76.6
10 Grimmell L Dix Hills	75.9

PUBLIC RELATIONS AIDE

1 Hirsch A Kings Park	84.7
2 Reilly A Babylon	84.6
3 Neilson F Bellmore	84.3
4 Rosenberg E Wantagh	82.5
6 Strachan E Seaford	79.1

SR ENGINEERING AIDE

1 Croad R Buffalo	93.5
2 Liddle J Holland	93.0
3 Zomborn R Buffalo	90.6
4 Regan T Buffalo	82.5
5 Roudet P Lakeview	82.4
6 Roycroft J Buffalo	82.4

STATIONARY ENGINEER

1 Page T Kenmore	89.6
2 Matyas J Tonawanda	82.3

SUPVG FUNERAL DIR INVSTGR

1 Boltz E Fayetteville	76.1
------------------------	------

OPTION I BRIDGE MTCR SUPVR

1 Benton R Newburgh	91.4
---------------------	------

OPTION II BRIDGE MTCR SUPVR

1 Bastedo N East Bethany	86.0
--------------------------	------

OPTION A ASSOC ECONOMIST BUS RSCH

1 Harvey R Albany	86.9
2 Obert G New York	80.9
3 Newman S Brooklyn	79.6
4 Burke W Albany	78.6
5 Nyhan D Watervliet	78.4
6 Herbst J Far Rockaway	76.9
7 Jastrebski M Albany	75.8
8 Ginsburg J Albany	75.4

OPTION B ASSOC ECONOMIST BUS RSCH

1 Israel R Brooklyn	93.3
2 Neiman J Jamaica	85.3

HEAD FILE CLERK

1 Benson Y Utica	98.7
2 Fricke H Albany	98.0
3 Carson K North Troy	92.0
4 Majorosky C New York	91.2
5 Grossi L Troy	88.0
6 Tower B New York	85.6
7 Myers J Poughkeepsie	85.0
8 Gramack J Troy	84.0
9 Johnson E Pt Chester	84.0
10 Burrill G Corona	84.0
11 Terwilliger G Poughkeepsie	83.0
12 Douglas M Guildersland	81.3
13 Dodge I Schenectady	81.0
14 Pangburn F Ravena	81.0
15 Yanson O Albany	80.7
16 Lopez M Nassau	80.0
17 Frazier E Slingerlands	80.0
18 Cohen W Albany	80.0
19 Decker E Watervliet	79.9
20 Brown J Albany	79.8
21 Brown L Johnstown	79.2
22 Riordan M Leeds	79.2
23 McMannus R Slingerlands	79.0
24 Fahey J Loudonville	79.0
25 Katz M Rego PaPrk	78.6
26 Scarsella L Watervliet	78.6

OPTION A ASSOC ECONOMIST LABR RSCH

1 Harvey R Albany	87.9
2 Obert G New York	78.9
3 Burke W Albany	78.6
4 Nyhan D Watervliet	78.4
5 Herbst J Far Rockaway	77.9
6 Newman S Brooklyn	76.6
7 Ketchum M Waterford	75.4

OPTION B ASSOC ECONOMIST LABR RSCH

1 Israel R Brooklyn	90.3
2 Brown S New York	75.3

POLICE LT Erie County

1 Nowicki A Buffalo	92.3
2 Goshleski F Cheektowaga	92.0
3 Siwinski W Cheektowaga	89.9
4 Aylward J Cheektowaga	89.5
5 Zablony H Depew	88.5
6 Walkowiak G Cheektowaga	88.4
7 Dorobiala F Cheektowaga	88.3
8 Jagiello E Buffalo	87.7
9 Gasola L Cheektowaga	86.8
10 Thurnher R Depew	86.3
11 Wipperman R Cheektowaga	85.6
12 Golembiewski R Cheektowaga	84.1
13 Diebold G Cheektowaga	83.5
14 Penske W Cheektowaga	82.6
15 Manott R Buffalo	82.4
16 Coker R Cheektowaga	81.5
17 Marciniak D Buffalo	81.5
18 Glin-ski E Sloan	81.5
19 Lorka J Cheektowaga	81.4
20 Imiola J Cheektowaga	81.4
21 Ertel W Cheektowaga	80.9
22 Dynowski S Cheektowaga	80.0
23 Bobsek W S Cheektowaga	79.1
24 Keller S Cheektowaga	77.5

SOCIAL CASE SUP GR A PA Erie County

1 Boniface C Buffalo	93.0
2 Palmeri V West Seneca	89.5
3 Sibley M Buffalo	89.0
4 Peterson J Buffalo	86.8
5 Fissler A Buffalo	86.0
6 Murray G Cheektowaga	85.0
7 Mikolon C Cheektowaga	84.7
8 White T Buffalo	83.8
9 Sibley C Buffalo	83.7
10 Miles C Buffalo	83.3
11 Purdy N Buffalo	83.3
12 Ignasik F Kenmore	83.2
13 Ross W West Seneca	82.8
14 Brodie J Kenmore	82.4
15 Conklin D N Tonawanda	82.0
16 Skelly F Cheektowaga	81.2
17 Jackson P Buffalo	80.9
18 Luther B Tonawanda	80.9

SR PUBLIC INFO SPEC

1 McGrath T Albany	90.4
2 Bonacquist J Schenectady	87.8
3 Zeh G Albany	85.1
4 Oroole T Menands	84.0
5 Easton M Schenectady	83.9
6 Strassburg C Albany	82.7
7 Shea S Chatham	82.7
8 Cahill J Delmar	81.8
9 Kennedy P Delmar	81.6
10 Lochaya E Albany	81.1
11 Fagel W Schenectady	80.9
12 Vanburen L Loudonville	79.8
13 Fialkoff S Schenectady	79.1
14 Viall C Albany	76.3
15 Temple M Latham	76.2

SR COLLECTOR DEPT OF PROB

1 Piper E Kenmore	95.6
2 Cotter M Kenmore	93.2
3 Geary W Buffalo	87.2
4 Kraus G Buffalo	86.3

TRAFFIC SUPVR

1 Absolom G Hamburg	86.3
2 O'Connor P Woodstock	84.2
3 Brooks D Weedsport	82.5
4 Elwood R Scotia	82.1
5 Mauer K Little Neck	80.0
6 Knight G Hamburg	77.8
7 Barry T Highland Mls	76.6

SR PUR SPEC WTR ELECTRNCS

1 Vogel H Feura Bush	78.2
----------------------	------

MTR VEH ROG MG G 30 & 31

1 McDonough J Syracuse	93.5
2 Fine A Albany	83.8
3 Hanehan R Rochester	79.8
4 Rogers N Nanuet	79.0
5 Conley P Albany	76.7

SR BACTERIOLOGIST VIROL

1 Perrins V Troy	82.4
2 White J Albany	75.3

SR INS EXMR REPORT AUD

1 Grill M Forest Hills	79.1
2 Ayres W Jamaica	77.1
3 Grimmell L Dix Hills	76.4

SR INS EXMR LIFE

1 Ressler L Bklyn	87.6
2 Molinaro M NY	85.9
3 Fleming R Woodside	84.6
4 Werling V Teaneck NJ	83.6
5 McClain M Jamaica	78.5
6 Giraldi C NY	77.0
8 Smith P Bx	76.6
9 Ayres W Jamaica	76.6
10 Grimmell L Dix Hills	75.9

PUBLIC RELATIONS AIDE

1 Hirsch A Kings Park	84.7
2 Reilly A Babylon	84.6
3 Neilson F Bellmore	84.3
4 Rosenberg E Wantagh	82.5
6 Strachan E Seaford	79.1

SR ENGINEERING AIDE

1 Croad R Buffalo	93.5
2 Liddle J Holland	93.0
3 Zomborn R Buffalo	90.6
4 Regan T Buffalo	82.5
5 Roudet P Lakeview	82.4
6 Roycroft J Buffalo	82.4

STATIONARY ENGINEER

1 Page T Kenmore	89.6
2 Matyas J Tonawanda	82.3

SUPVG FUNERAL DIR INVSTGR

1 Boltz E Fayetteville	76.1
------------------------	------

OPTION I BRIDGE MTCR SUPVR

1 Benton R Newburgh	91.4
---------------------	------

OPTION II BRIDGE MTCR SUPVR

1 Bastedo N East Bethany	86.0
--------------------------	------

OPTION A ASSOC ECONOMIST BUS RSCH

1 Harvey R Albany	86.9
2 Obert G New York	80.9
3 Newman S Brooklyn	79.6
4 Burke W Albany	78.6
5 Nyhan D Watervliet	78.4
6 Herbst J Far Rockaway	76.9
7 Jastrebski M Albany	75.8
8 Ginsburg J Albany	75.4

OPTION B ASSOC ECONOMIST BUS RSCH

1 Israel R Brooklyn	93.3
2 Neiman J Jamaica	85.3

HEAD FILE CLERK

1 Benson Y Utica	98.7
2 Fricke H Albany	98.0
3 Carson K North Troy	92.0
4 Majorosky C New York	91.2
5 Grossi L Troy	88.0
6 Tower B New York	85.6
7 Myers J Poughkeepsie	85.0
8 Gramack J Troy	84.0
9 Johnson E Pt Chester	84.0
10 Burrill G Corona	84.0
11 Terwilliger G Poughkeepsie	83.0
12 Douglas M Guildersland	81.3
13 Dodge I Schenectady	81.0
14 Pangburn F Ravena	81.0
15 Yanson O Albany	80.7
16 Lopez M Nassau	80.0
17 Frazier E Slingerlands	80.0
18 Cohen W Albany	80.0
19 Decker E Watervliet	79.9
20 Brown J Albany	79.8
21 Brown L Johnstown	79.2
22 Riordan M Leeds	79.2
23 McMannus R Slingerlands	79.0
24 Fahey J Loudonville	79.0
25 Katz M Rego PaPrk	78.6
26 Scarsella L Watervliet	78.6

ASSOC SANITARIAN

1 Kieda A Phelps	99.0
2 Diamond M Watertown	94.5
3 Walther E Henrietta	84.2
4 Weinstein A Syracuse	89.5
5 Vittucci A Gloversville	89.5
6 Edwards S Glens Falls	88.9
7 Maguire R Maryland	88.7
8 Lutz W Tonawanda	85.9
9 Binkowski E Blasdell	83.3
10 Gales R Hancock	78.4
11 Friedman M Bklyn	78.2

POLICE CAPTAIN Erie County

1 Manning B W Seneca	94.2
2 Doster A W Seneca	91.9
3 Daley J W Seneca	90.6
4 Zimpfer R W Seneca	86.0

DUPLICATING MAC OPER

1 Gallmann Karla Snyder	88.8
-------------------------	------

DESK LIEUTENANT Erie County

1 Landahl I W Seneca	93.0
2 Deppeler J W Seneca	90.1
3 Deppeler C W Seneca	86.2
4 Southard J W Seneca	79.7
5 Buckenroth R W Seneca	79.2
6 Statz R W Seneca	78.4

POLICE LT Erie County

1 Urbanczyk T Buffalo	89.7
2 Deei C Orchard Park	89.1
3 O'Connor J Orchard Park	88.1
4 Conley D Orchard Park	85.7
5 Radder F Orchard Park	85.1
6 Hess D Orchard Park	83.7

POLICE SERGEANT

1 Mumm G Hamburg	89.6
2 Herrmann E Hamburg	84.5
3 Lauricella J Hamburg	81.4

ASSOC CIVIL ENG BUDGET

1 Hunziker W Delmar	86.2
2 Turner L Albany	85.4
3 Ahrenholz K Schenectady	84.3

ASSOC SOC SERV MGMT SPC

1 Zalucki J Ballston Lk	85.9
2 Tirado T Bx	83.9
3 Reschke C Syracuse	83.7
4 Brown D Syracuse	78.6

SR COMM NARC EDUC REP

1 Holt E Jordan	91.7
2 Ball C Birmingham	89.6
3 Ulrich L Ozone Pk	80.8
4 Delvalle E Bx	80.6
5 Maywright G Castleton	79.1
6 Steinholz H NY	76.4
7 Lewis M Howard Beach	76.3

REAL ESTATE VALUES

LAURELTON \$31,900
ENGLISH TUDOR SOLID BRICK

7 room, 2 1/2 baths, 21 ft sunken living room, banquet-sized dining room, 2 wood-burning fireplaces, 3 extra large bedrooms. Extra bath in Master Bedroom. Ultra-modern kitchen, fully-equipped. Gorgeous nite-club finished basement, patio, oil heat, garage. Wall-to-wall carpeting, refrigerator, dishwasher, washing machine & dryer plus many extras. Only 12 minutes from subway. FHA-GI mortgages with low down payment available.

GAMBRIA HTS \$24,500
DETACHED HOME

This house is completely redecorated and it has 6 large rooms, 3 bedrooms, new Hollywood color tile bath, newly equipped modern kitchen, first floor new wall-to-wall carpeting. And this is not all by any means. Loads of other extras, garage, oil heat, beautiful basement. \$23,000 FHA mortgage for 25 years approved. Quiet top-notch location. Near schools, shopping center, and only minutes to subway.

Ask for Mr. Cantor BUTERLY & GREEN
168-25 Hillside Ave.
JA 6-6300

CAMBRIA HEIGHTS \$28,990

Magnificent all brick 6 1/2 rm 3 bedrm English Tudor res. Like new. 22' sunken living rm, with beamed ceiling & fireplace, banquet dinrm, 2 col. tile baths, modern Hollywood kitch, nite club finished bsmt, garage, beautiful garden plot. Tree-lined st. Extras galore! Low down payment, GI or FHA mtge arranged.

LONG ISLAND HOMES
168-12 Hillside Ave., Jam. RE 9-7300

222 ST EAST VIC.

Semi-att brick. 12 yrs young. 6 rms: 3 bedrooms, finished bsmt.

ONLY \$2500 DOWN

FIRST-MET REALTY
1250 CASTLE HILL AVE.
597-6200

LAURELTON \$28,500
5 BEDRMS - 2 BATHS

This Dutch colonial with modern kitchen & bath must be sold. No waiting. F.H.A. approved. Move right in.

SPFD GARDENS \$34,000
DET LEGAL 2-FAM

5 & 3 rms plus nite club fin'd basement on large landscaped plot. Modern thru-out.

Many Others 1 & 2 FAM's

Queens Homes
170-13 Hillside Ave, Jamaica
OL 8-7510

Sub-Let

2 ROOM office. 160 sq. ft. total. 1697 Broadway at 53 St. \$165 mo. Avail Jan. 15. Call Mr. Honig, WO 4-9400.

Farms & Country Homes, New York State

NEW WINTER Catalog and Hundreds of Real Estate & Business Bargains. All Types, Sizes & Prices. Dahl Realty, Cobleskill, N.Y.

Farms & Country Homes, Orange County

Bulk Acreage - Retirement Homes Business in the Tri-State Area
GOLDMAN AGENCY REALTORS
85 Pike Port Jervis, NY (914) 856-5228

Enjoy Your Golden Days in **Florida**

JOBS

FLORIDA JOBS? City, County, State. Florida Civil Service Bulletin. Subscription \$3 year - 12 Issues. P.O. Box 846 L, N. Miami, Fla. 33161.

SAVE ON YOUR MOVE TO FLORIDA

Compare our cost per 4,000 lbs to St. Petersburg from New York City, \$438; Philadelphia, \$412.80; Albany, \$469.20. For an estimate to any destination Florida

Write SOUTHERN TRANSFER and STORAGE CO. INC.
DEPT. C, BOX 10217
ST PETERSBURG, FLORIDA. 33733

VENICE FLA. - INTERESTED? SEE H. N. WIMMERS, REALTOR ZIP CODE 33695

Stuart, Florida

RETIREMENT HOMES - \$8,000 up EVERYTHING IN REAL ESTATE L. FULFORD, STUART, FLA. WRITE REQUIREMENTS, Ph. 287-1288

Homes For Sale (Out of State)

PEACEFUL WARMTH FLORIDA - Make it a reality. SEE Highland Village Mobile Home Park on the Gold Coast near the tropical Atlantic. The "good life" is yours for as little as \$9,200 in prestige adult community built by people who care about people. You pick from 30 homes. Complete recreation and LOW taxes! Write for free literature: Highland Village, 4900 NE 2nd Ave., Pompano Beach, Fla. 33064.

Retirement Homes - Florida

STUART, FLORIDA RETIREMENT HOMES. All price ranges, where the fishing is good "And the people are friendly." Bruner's House of Real Estate, Box 1672, Phone 287-1297. "While on Earth own part of it"

SEND FOR YOUR FREE \$7.50 TUBE OF "WRINKLES AWAY"

MEN AND WOMEN Look 10 Years Younger IN JUST 10 DAYS

Send for your free trial offer of "FACIAL-GLOW" Retarder Cream today. Value \$7.50. This limited free introductory offer, our gift to you for trying our wonderful "FACIAL-GLOW" our wonderful "FACIAL-GLOW" Facial Cream. Take 10 years off your face and neck in just 10 DAYS. Goodbye to facial wrinkles and crows feet. Obtained by sending only \$1.00 to cover mailing and handling. Mail \$1.00 to:

FACIAL-GLOW
6022 WEST PICO BLVD.
LOS ANGELES, CA 90035.

DROP-OUTS! HOME STUDY DIPLOMA COURSE, 5 WEEKS

Earn a High School Equivalency Diploma through a special State approved course. Complete at home in 5 weeks or less. Class sessions also available. Cost \$60. Be among the more than 100,000 High School Drop-Outs who earn Equivalency Diplomas each year. Licensed by N.Y. Dept. of Education. Approved for Vets. FREE BOOKLET. ROBERTS SCHOOLS, Dept. L, 517 West 57 St., N.Y., N.Y. (PL 7-0300). No salesman will call.

GOURMET'S GUIDE

JAMAICA QUEENS AMERICAN

JIM'S STEAK HOUSE 147-12 HILLSIDE AVE, JAMAICA - SUTPHIN BLVD. IND SUBWAY STA. SIRLOIN STEAK with BAKED POTATO - CUCUMBERS - COLE SLAW - ONION RINGS - BREAD & BUTTER - \$5.50 - 526-9187

STATEN ISLAND • AMERICAN •

DEMYAN'S 730 Van Duzer St., Stapleton, S.I. Gl 8-7337. Prime Steak Dinner for Two Persons, \$8.95 Banquets to 300, Luncheons, Too. Jack & Frank. Hosts.

NASSAU

BROWNS LOBSTER HOUSE - CHET, ELAINE, JIM BROWN - UNEXCELLED SEAFOOD. BEEF & FOWL - BAYSIDE DRIVE POINT LOOKOUT, L.I. Tel. 516 GE 1-3196 - 3198.

QUEENS - CONTINENTAL

JEANTET'S 112-13 ROOSEVELT AVE. Less Than A Home Run From Shea Stadium. 64th YEARS IN FOOD and CATERING. HA. 4-0965.

Hammer Out Two-Yr. Pact Giving Aides 17% Pay Boost

(Special To The Leader)

CANANDAIGUA — The Civil Service Employees Assn. has completed negotiations on behalf of blue-collar, white-collar and Sheriff's Dept. employees of Ontario County for a two-year contract that is effective Jan. 1, 1971, through Dec. 31, 1972.

Highlights of the pact include readjustments in the County's salary schedule, which bring the employees an average 17 percent raise over the two years — approximately 10½ percent the first year and approximately 6½ percent the second year.

Other features are:

Retirement benefits comparable to those won by CSEA for

Time-and-one-half for overtime for all employees;

Broadened bereavement leave; Fully paid Blue Cross and Blue Shield, plus the addition of the out-patient rider;

Two hours' minimum call-back pay at the rate of time-and-one-half;

12 cents per mile reimbursement when employee's car is used on County business;

False arrest insurance for deputy sheriffs;

Maternity leave, and Upgrading of several job titles.

CSEA field representatives Nels Carlson and Thomas Pomodoro assisted the Ontario County chapter in negotiations. President of the chapter and head of the bargaining team was Nettie Scoone. Other team members were Anthony Priano, Frank Christian, Donald Ford and Marjorie Miller.

Choose Mogavero For County Court

Joseph A. Mogavero, Jr., of Unadilla, a practicing attorney for 17 years, has been selected as Judge of the County Court and Family Court of Otsego County. Judge Mogavero, 43, was named to fill the vacancy caused by the resignation of Frederick W. Loomis.

Judge Mogavero, district attorney of Otsego County from 1960-69, was appointed to the County bench for a term expiring on Dec. 31, 1971.

Niagara CSEA Reacting Strongly To Impasse On Many Bargaining Issues

Niagara County chapter of the Civil Service Employees Assn. has reacted strongly to a fact-finder's recommendations and the failure of the Niagara County personnel committee to meet with the chapter to discuss these findings.

The chapter's personnel committee composed of chapter president William M. Doyle,

Marlouse Randall, Arthur Perez and Forrest Maxwell have met with the County's representatives since the latter part of June and have been unable in that length of time to arrive at a settlement due to the County's alleged disregard for collective bargaining.

Doyle stated, "It is futile to try to negotiate with these people as they disregard efforts to negotiate and seem to be perfectly content to drag out the sessions, and then finally go to fact-finding at such a time as they know the fact-finders report will be returned a few days prior to the final legislative meeting for the year. This of course puts a tremendous burden on the chapter."

Phillip Ross, professor of industrial relations at Buffalo State University, served as fact-finder. Doyle alleged that Ross did not do fact-finding but simply tried to smooth over the situation so that at least the legislators were satisfied, but chapter members were left irate.

The Niagara County Legislature passed a motion unanimously that its contract with the Niagara chapter, CSEA be extended to Feb. 1, 1971. The resolution said if agreement were reached before the Feb. 1, 1971, deadline the new contract would be retroactive to Jan. 1, 1971.

"Insult to Chapter"

The fact-finder recommended a raise of seven percent in each of two years of the contract. Doyle termed this finding as "an

insult to the chapter and a deliberate attempt to downgrade CSEA in favor of the much smaller blue-collar union."

He said that the fact-finder had awarded \$500 the first year and \$550 the second year to the union.

"If this situation is not challenged, CSEA workers in Niagara County in Grades II through Grades VIII Step 1 will receive far less money than the blue-collar workers. In these grades CSEA members would receive from \$262 to \$20 less than the blue-collar employees," Doyle declared.

The chapter had originally asked for a 15 percent raise with a minimum of \$1,500. The fact-finder in his award completely disregarded the minimum salary provision which completely jeopardizes the percentage salary scale requested by the chapter, Doyle said.

The fact-finder recommended adoption of retirement plan 75G with riders to be effective in the second year of the contract. Also the fact-finder recommended that after five years of service the vacation should be 15 days, after eight years it should be 17 days and the maximum of 20 days should be reached after 15 years. This, said Doyle, is far from the chapter's requests and completely disregards the long-term employees who have from 20-30 years of service.

Shift Differential

A shift differential of 15 cents an hour for the second shift and 20 cents for the third shift was recommended. In Ross' findings for the blue-collar workers he suggested a five-cent per hour increase each of the two years — which would have the blue-collar employees receiving extra money in the second year of the contract.

Recommendation by the chapter for insurance payment of the cost differences between "pleasure" driving and "business" driving for case workers and others required to use personal automobiles was held to be illegal. Niagara chapter then asked for 15 cents per mile to compensate these people. Ross recom-

mended that 12 cents per mile be continued.

On a question of a 35-hour week for Water Dept. employees the fact-finder recommended they continue to work 40 hours. The chapter had lost a decision in mediation on this item.

Other Recommendations

Additional fact-finder recommendations are:

- Parity or Most-Favored Nation Clause and the request for an agency shop were denied.
- Holiday pay will be time-and-one-half plus a day off.
- Sheriff's Dept. shall be compensated when called out to work at a time other than the normal work day.
- Paid CSEA officers leave with pay was rejected although the fact-finder is convinced that in the course of time the County will agree to CSEA's proposal. The chapter had requested 20 paid days for its officers collectively.

Relative to time clocks which Niagara chapter fought through mediation and arbitration, the fact-finder recommended that the parties meet and negotiate the issue on the assumption that the purpose of the time clocks is to keep time records. If the clocks are not utilized for this purpose (and they are not) he would recommend their abandonment.

The chapter did succeed in eliminating the mediation step in the grievance procedure. Doyle had pointed out the futility of mediation due to the fact the County would appeal all unfavorable decisions.

Doyle noted further that Niagara chapter is having difficulty in communicating with the personnel committee of the Niagara County Legislature. Letters to the committee go unanswered, he said, and when and if answered are one to two months late and are unsatisfactory. A solution must be sought to this problem, especially in dealing with grievances that can be settled by talk between the chapter and the County salary committee, Doyle declared.

CSEA COUNTY DIVISION NEWS

State employees, including a \$20,000 maximum death benefit, sick leave credits convertible to retirement credit, and credit for military service during World War II;

Sick leave accumulation to 165 days;

Four days personal leave;

Night shift differential of 10 cents an hour for those who work between 6 p.m. and 6 a.m.;

Boost Of 7½% Included In New Castle Pact

NEW CASTLE—A two-year contract with an opening 7½ percent pay increase has been signed by the employees of the Town of New Castle.

The contract has an extension of recognition and unchallenged representative status for the maximum period allowed by law.

For the first year, which opened Jan. 1, 1971, there will be a 7½ percent increase across the board, in addition to increments; a Town hall closing on Saturday provision; a day after Thanksgiving as an added holiday for all full-time employees; a guaranteed three hours at applicable overtime rates for hours worked for all employees called in; a fully paid life insurance policy equal to annual salary, maximum of \$10,000; a higher rate of pay compensation for employees required to do the work of a higher classification; a vacation schedule to include two weeks after one year; three weeks after two years; four weeks after 15 years, and five weeks after 25 years; and the maximum amount of consecutive hours for any employee to work to be 16.

In the second year of the contract, effective Jan. 1, 1972, the provisions will include a seven percent increase across the board in addition to increments due; an improved 25-year career retirement plan, including new vet-



Employees sign a two-year contract. Seated are, left, John F. Reed, Jr., supervisor of the Town of New Castle, and, right, Nicholas Accetta, president of the New Castle unit, Westchester chapter, CSEA. Standing is Michael Del Vecchio, president of the Westchester chapter, who was spokesman for the employees' negotiating committee.

erans provisions and unused sick leave provision (75-1 plan), and the adoption of a dental plan, cost to be shared on a 50/50 basis.

Signing the contract were John F. Reed Jr., supervisor of the Town of New Castle; Nicho-

las Accetta, president of the Town of New Castle unit, Westchester chapter, Civil Service Employees Assn., and Michael Del Vecchio, president of the Westchester chapter, who was spokesman for the employees' negotiating committee.

CSEA Representation Issue

Cattaraugus Solons Block Hike To Avert Potential PERB Action

(From Leader Correspondent)

LITTLE VALLEY—The Cattaraugus County Legislature has decided to delay pay raises for 16 second-echelon department heads and part-time employees seeking representation by the Civil Service Employees Assn.

The legislators delayed the pay raises to avoid a possible unfair labor relations charge that might develop for moving ahead of an upcoming State Public Employees Relations Board decision.

PERB's Buffalo office is expected to conduct a hearing this month on the petition by the department heads and part-time

employees for CSEA collective bargaining representation.

The Legislature's delay does not affect rank-and-file County employees already represented by CSEA and entitled to five percent pay hikes this year, the second of a two-year work pact.

This Week's City Eligible List

Look For Lab Technicians With Courses, Experience; 8 Agencies Note Openings

CIVIL SERVICE LEADER, Tuesday, January 12, 1971

SENIOR CLERK

Human Resources Admin.

1 Gary J Kurzer, Joyce A Terry, Roberta A Claire, Marie A Cerrato, Naima E Mufizuliah, Fern D Morris, Marjorie Mobley, Henrietta Franklin, Rae Fieldman, Eva D Alexander, Lillian J Cook, Virginia C Gonzalez, Gertie H Kelly, Emily Blanchard, Jennie L Snipe, Thelma L Nollin, Thomas J Morgan, Iris Robles, Florence A Lindsay, Elaine Rock

21 Evelyn Johnson, Petra San-

chez, Ruth M Campfield, Linda L Corbet, Olga Morales, Theresa D Ross, Charles A Ford, Patricia A Ramsey, Helen A Whalen, Shirley Davis, Iona Reid, Ethaline Odum, Ramona T Reid, Mary E Hyman, Shirley M Hamlin, Hilda L Sims, Richard D arnik, Eddie D Knight, Marion Burton, Flora Tannenbaum.

41 Atree Brown, Evelyn Dotson, Lemuel G Payne, Elba R Galvis, Gladys Merbaum, Rosella K Figueroa, Gloria E Layne, Relace Gertman, Theodore Ran-

dall, Gloria Hoff, Adela N Bartolomeo, Ida B Elphand, Bertha Jackson, Bernadete Seabrook.

SENIOR CLERK MA. Model Cities

1 Ronna F Rosner, Patricia S Rogers, Samuel C Harris, Pearl S Foster, Ann Rosenstein, Patricia A Ruffin, Amelia K Priolo, Myrtle B Peele, Sally Rabinowitz, Doris A Alexander, Mildred M Eason, Violet L Allen, Anna Rivera.

SENIOR LANDSCAPE ARCH. Housing Authority

1 John R Collyer, George L Spicer.

SENIOR LANDSCAPE ARCH. Public Works

1 Alvin C Delitzscher.

INSTITUTIONAL INSPECTOR

1 Jeanette Germano, Vernell E McKenzie, Imogen Smith, Joseph Hanley, Luna L Mitchell, Barbara M Hinck, Evelyn B Jones, Carolyn Y Johnson.

PURCHASE INSPECTOR Foods

1 Edward Edmonds, Anthony S Pastore, Irving Robinson, Harry Blinder, Anthony T Piacentile, Jack Gitler, Michael A Tomao, Thomas Morrow, William Mandell, Joseph P Nolfo, Victor E Jeffrey, George G Ciano, Michael M Manente, Harold E Gaffney, Edward P Moroney, Frank Leggio, William M Newman, Erminio R Morrone, Salvatore Daddamo, John J Meyer.

21 Abraham Letich, John H Jazwinski, Max Bienenfeld, Angelo R Faggiano, Vincent J Dimateo, James A Carpinone, Hyman Hendler, Robert A Laura, Allen L Zachary, Frank A Iluzzl, Salvatore Lura, Robert Hernandez.

ASSISTANT CAPTAIN TRA, Dept. of Marine and Aviation

1 Anthony Varca, Anthony Macclarulo, Vincent G Barkley, Frank J Robertson, John B Foster, Anthony Garzone Jr, Edmund W Ralko, Willy A Sander, Carmelo S Lamarca, Ferdinand Wight, Bernard H Nugent, Otto Brammer Jr, George Maurer, John A Saporito, Brendan Herity.

From The Finest

(Continued from Page 2)

bers of the Patrolmen's Benevolent Assn., but in one sense it created new uncertainties to replace those that it eliminated. Like a carrot on a string, the supplemental pension is dangled before the retiree who is struggling to make ends meet. Can he count on receiving it next year, or had he better try to get along without it?

AMERICA'S ECONOMIC experience since World War II makes it clear, I think, that the cost of living is going to continue rising. If we want to attract able men and women to careers in civil service through the promise of a pension that will see them through their retirement years, then we cannot, in justice, allow inflation to erode those pensions and create a large class of betrayed, elderly, impoverished citizens. For these reasons, the PBA will ask the Legislature this year to make cost-of-living pension supplements a permanent part of retirement benefits, and to reduce the age at which such benefits take effect, or change the system so that the benefits become available after a fixed term (for example, three years) of retirement. Such a plan would enable retirees to look ahead with a certain degree of security, and would alleviate the enormous burden that a delayed adjustment places upon State and City funds.

ANOTHER BREAKTHROUGH pioneered by the Legislature last year was the Heart Bill, introduced by Senators Marchi and Bloom and Assemblymen Amann and Mercorella. This bill provides that heart disease incurred by policemen and firefighters is presumed to have been incurred in the line of duty. I need not dwell upon the justification for this measure. Every citizen is aware, by now, of the tremendous and ever-growing pressure under which law enforcement officers work today. This bill was also passed on a one-year basis, and the actuarial experience during the past year has been more than satisfactory. The total cost of this benefit is negligible, but its importance to victims of heart disease and their families is incalculable. We will, therefore, ask the Legislature to make the provisions of the Heart Bill permanent during the current session.

I INVITE EVERY civil service family to consider the merits of these proposals, and to notify their State Senators and Assemblymen of their support.

TEST AND LIST PROGRESS — N. Y. C.

NEW CERTIFICATIONS

TITLE AND AGENCY	NO. CERTIFIED	LAST NO. REACHED
Account Clk — EPA — 15 cert. OC, Jan 4	15	122
Admin Asst — HSA — 3 cert. prom. Jan 6	3	48
Admin Asst — HSA — 1 cert. SP, Jan 6	1	1
Admin Asst — Varied — 5 cert. GP, Jan 6	5	760
Adm Assoc — Transpt — 1 cert. Jan 6	1	1
Air Lab Maint — EPA — 25 cert. OC, Dec 30	25	25
Asst Account — Varied — 182 cert. OC, Dec 24	182	138
Asst Bldg Cust — MSA — 1 cert. OC, Dec 29	1	14
Asst Hous Mgr — HA — 3 cert. prom. Dec 28	3	114
Auto Mech — PD — 16 cert. OC, Dec 30	16	160
Auto Mech — FD — 19 cert. OC, Dec 30	19	119
Basin Mach Oper — EPA — 21 cert. OC, Jan 7	21	30
Car Cleaner — TA — 1 cert. SP, Dec 29	1	2293
Civ Engin — Budget — 1 cert. prom. Dec 30	1	1
Civ Engin — HDA — 1 cert. prom. Dec 31	1	1
Civ Eng/Sanit — EPA — 1 cert. Jan 5	1	1
Computer Oper — Varied — 120 cert. OC, Jan 6	120	120
Foreman Carptr — PRCA — 3 cert. prom. Dec 30	3	4
Foreman/Brmen — Transpt — 3 cert. SP, Dec 30	3	3
Houskeeper — DSS — 1 cert. OC, Dec 28	1	40.5
Jr Air Lab Maint — EPA — 24 cert. OC, Dec 31	24	24
Maint Man — HA — 23 cert. OC, Dec 28	23	1627
Off Caretaker — OCME — 1 cert. SM, Dec 28	1	405
Off Appl Oper — EPA — 14 cert. OC, Dec 28	14	723
Park Mgr — PRCA — 7 cert. prom. Dec 29	7	7
Proj Dev Coord — 10 cert. prom. Dec 24	10	10
Purch Insp/Furn — Compt — 18 cert. OC, Dec 31	18	18
Purch Insp/Print — Compt — 10 cert. OC, Dec 30	10	10
Sr Civ Engin — HDA — 30 cert. prom. Dec 30	30	30
Sr Clerk — Transpt — 3 cert. prom. Dec 31	3	10
Sr Clerk — EPA — 9 cert. prom. Jan 6	9	77
Sr Cust Asst — MSA — 12 cert. prom. Jan 6	12	33
Sr Insp/Ports — EDA — 5 cert. prom. Jan 5	5	9
Sr Stat Engin — EPA — 17 cert. SP, Dec 29	17	20
Sr Steno — Transpt — 4 cert. prom. Jan 5	4	5
Sr Steno — Transpt — 1 cert. prom. Dec 30	1	2
Sr Steno — Transpt — 1 cert. prom. Dec 30	1	2
Sr Traff Insp — Transpt — 3 cert. prom. Dec 30	3	6
Shop Clk — EPA — 17 cert. OC, Dec 17	17	166
Soc Wrkr — HDA/Gp 18 — 1 cert. OC, Dec 29	1	1
Soc Wrkr — HDA/Gp 23 — 1 cert. OC, Dec 29	1	1
Soc Wrkr — HDA/Gp 24 — 1 cert. OC, Dec 29	1	1
Soc Wrkr — HDA/Gp 25 — 1 cert. OC, Dec 29	1	1
Soc Wrkr — HDA/Gp 26 — 2 cert. OC, Dec 29	2	1
Spec Offr — Varied — 1 cert. SM, Jan 4	1	663
Spec Offr — Varied — 17 cert. OC, Jan 4	17	900
Storekpr — Transpt — 1 cert. prom. Dec 30	1	3
Storekpr — Transpt — 17 cert. GP, Dec 30	17	41

Holy Name Society In Fire Dept. Sets Meeting Tonight

The New York City Fire Dept.'s Holy Name Society will start off its 1971 season of activities at 8 p.m. tonight with a general meeting at St. John's Church, 211 W. 30th St., Manhattan. Subsequent meetings are planned for Mar. 23, May 16 and June 11. Upcoming events set by the group include a St. Patrick's Day fete, Mar. 17; Communion Breakfast, Apr 18, and Scholarship Award Dinner, June 11. Membership fees remains at \$4 for active members and \$2 for retirees.



TROY'S FAMOUS FACTORY STORE

Men's & Young Men's
Fine Clothes

SEMI-ANNUAL SALE NOW

621 RIVER STREET, TROY

Tel. AS 2-2022

OPEN TUES., THURS. & FRI NITES UNTIL 9 CLOSED MONDAYS

Large-scale promotional efforts are taking place to recruit numerous new laboratory technicians for service with New York State. Eight highly divergent agencies are participants in the drive.

Comprising the agencies with openings: the departments of Mental Hygiene; Health; Correction; State University; Education; Agriculture and Markets; Environmental Conservation, and the Executive Dept.

The present salary scale, irrespective of geographic differential, is \$6,209-\$7,699. Effective next April 1, another 6 percent wage boost will come into being.

High school graduation is insisted upon for all applicants, with additional coursework also sought. An approved course in medical or lab technology will qualify, as will 18 credit hours in biology or chemistry at a two- or four-year college. For experience, you can substitute two years in a laboratory "performing technical laboratory procedures that indicate ability to perform the duties of laboratory technician." A combination of the above training and experience is also likely to be approved.

Multiple Tasks

Duties are comprehensive and varied, and may include such items as performing complete chemical, physical and microscopic examinations; urinalyses; blood counts; hemoglobin determinations and other routine hematology tests. Too, you may find yourself doing blood and spinal serology, gastric analyses and standard bacteriological exams. Another phase may emphasize preparing media, cultures, reagents, stains and solutions.

Since applications are accepted continuously, your best bet is to obtain and review Exam Notice No. 20-121. It is available in person at the State Employment Service or by mail from the Department of Civil Service. Outlined in that material, also, is a preview of the subject of the exam.

It's No Sale

The City Personnel Dept. points out that six purchase Inspector candidates who took Exam No 9153 have failed that exam.

REAL ESTATE

STERLING FOREST — On 7/8 wooded acre Hillside Split. Overlooking Mountain Lake, large paneled Family Room w/fireplace, 3 bedrooms, 3 bath units, full kitchen, L.R., D.R. Paneled basement. Low Taxes (\$590). Owner \$45,900. 914-451-4215.

Poor Models

The City Personnel Dept. states that 53 failures were recorded on the exam for senior clerk in HRA and Model Cities programs.

HAMILTON MOTEL

UTICA, N.Y.
A MODERN MOTEL
OF 75 UNITS

Exit 31 on N.Y.S. Thruway

Driving To New York?

Stop At The
SKY-TOP MOTEL
At KINGSTON, N.Y.

At Exit 19 N.Y. Thruway
As Modern As Tomorrow
RESERVE
N.Y. OFFICE: 212 Ci 6-3920

20% OFF TO STATE WORKERS
ON ALL MUSICAL INSTRUMENTS
HILTON MUSIC CENTER
346 CENTRAL AVE. Opp. State Bank
ALBANY HO 2-0945

ARCO
CIVIL SERVICE BOOKS
and all tests
PLAZA BOOK SHOP
380 Broadway
Albany, N. Y.
Mail & Phone Orders Filled

ALBANY
BRANCH OFFICE
FOR INFORMATION regarding advertisement. Please write or call:
JOSEPH T. BELLEW
303 SO. MANNING BLVD.
ALBANY, N. Y. Phone IV 2-5474

MAYFLOWER - ROYAL COURT
APARTMENTS—Furnished, Unfurnished, and Rooms. Phone HE 4-1994. (Albany).

SPECIAL RATES for Civil Service Employees

IN THE CENTER OF ALBANY
HOTEL
Wellington
DRIVE-IN GARAGE
AIR CONDITIONING • TV
No parking problems at Albany's largest hotel... with Albany's only drive-in garage. You'll like the comfort and convenience, too! Family rates. Cocktail lounge.

136 STATE STREET
OPPOSITE STATE CAPITOL
See your friendly travel agent.

SPECIAL WEEKLY RATES
FOR EXTENDED STAYS

Buy U.S. Savings Bonds.

YOU'RE BEING ROBBED!

Virtually every time you spend money, whether at the supermarket, department store, drugstore, or gas station, you're being **ROBBED!** You're being duped, hoodwinked, and swindled out of the full value of your money by a combination of deceptive selling techniques including Madison Avenue double-talk, mendacious salesmanship, and insidious labeling and packaging ploys. Senator Warren Magnuson, the most alert consumer watchdog in Congress, says that deceptive selling is today's "most serious form of theft, accounting for more dollars lost each year than robbery, larceny, auto thefts, embezzlement, and forgery combined." Sidney Margolius, the dean of American consumer writers, asserts that "Never in the 30 years I have been reporting on consumer problems has the public been as widely and steadily exploited as today." And Ralph Nader, the nation's most renowned champion of consumer rights, states that "Nowadays consumers are being manipulated and defrauded not just by marginal, fly-by-night hucksters, but by America's blue-chip business firms." In short, commercial flimflam is rife throughout the nation today and the American consumer is being victimized as never before. As a partial antidote to this widespread fraud and deception, an intrepid, authoritative new publication has been launched. Its name is **Moneysworth**.

Moneysworth, as its name implies, aims to see that you get full value for the money you spend. It rates competitive products as to best buys (as among cameras, hi-fi's, automobiles, and the like); it offers ingenious tips on how to save money (they will *astound* you with their inventiveness); and it counsels you on the management of your personal savings and investments (telling you not only how to gain maximum return, but also how to protect your money against the ravages of inflation). In short, **Moneysworth** is your own personal consumer crusader, trusted stockbroker, and chancellor of the exchequer—all in one.

Perhaps the best way to describe **Moneysworth** for you is to list the kinds of articles it prints:

- Earn 12% on Your Savings (Fully Insured)**
- How to Buy a New Car for \$125 Over Dealer's Cost**
- Inaccurate Billing by the Phone Company**
- The Advantages of a Swiss Banking Account—Over half a million sophisticated American businessmen can't be wrong.**
- The New U.S.-Made Minicars: An Evaluation**
- 14 Recession-Wracked Cities Where Real Estate Is Selling for a Pittance**
- "Consuming Fire"—A regular department in which the editors of **Moneysworth** take aim at companies that are defrauding the public.**
- Unsafe at Any Height—A comparison of the safety records of America's airlines.**
- A Consumer's Guide to Marijuana**
- Free Land, Free Food, and Free Money from Uncle Sam**
- Stocks that Are on the Rebound**
- The Wisdom of Sending Your Child to College Abroad**
- The **Moneysworth** Co-operative—Details of a price-discount co-op (for purchasing typewriters, cameras, and the like) that **Moneysworth** subscribers automatically become members of.**
- How Much Are You Worth?—An amazingly simple chart gives you the answer in 60 seconds.**
- High-Priced Lemons—A dossier of not-to-be-believed mechanical failures on brand-new Imperials, Continentals, and Cadillacs.**
- The Link Between Heart Attack and Coffee—A suppressed report by a member of the President's Commission on Heart Disease.**
- Pretested Toys—A list of safe, imaginative, durable playthings that contrast sharply with the execrations advertised on TV.**
- The Economics of Being Black**

- Hiring a Draft Lawyer—Possibly the most important gift you'll ever present to your son.**
- Ordering Books, Magazines, and Records from England—The prices are so low, it's ridiculous, and the quality is often sublime.**
- Getting Your Congressman to Do Your Research for You**
- Guaranteeing Warranties: Maryland's Tough New Approach to Manufacturers' Promises**
- Cashing In on Canada's New "Floating" Dollar Cyclamates: Did America Overreact?**
- Providing Your Teenager with Contraception**
- Critics' Consensus—A regular feature of **Moneysworth** in which the opinions of leading book, record, and film critics are tabulated.**
- How to Buy Art Without Getting Framed**
- "Unit-Pricing"—The most revolutionary development in food stores since trading stamps.**
- A Gastronomical Guide to the Year 2000**
- The Effect of Air Pollution on Potency**
- The Great Odometer Gyp—How rent-a-car companies take the American public for a \$10-million-a-year ride.**
- "No Load" Mutual Funds—A list of 45 funds that return the equivalent of an 8% profit at the very moment of investment.**
- 12 Ways to Put the Touch on Friends—And 12 ways to demur.**
- How to Buy Medical Insurance Without Trauma—A guide through the bewildering confusion of policies.**
- The Encouragement of Reckless Driving by GM, Chrysler, and Ford—Verbatim quotes from their souped-up ads in hot-rod magazines.**
- Taking Stock of Your Stockbroker—Nine ways to probe his probity.**
- Legal Ways to Beat Sales Taxes**
- Co-ops and Condominiums Explained**
- "The Safest Car of 19"—A new series of annual awards by the editors of **Moneysworth**.**
- How to Break a Lease**
- Land Investment in Australia—At \$1.20 an acre, land down under rates high among speculators.**
- How to Sue Without a Lawyer**
- Summa Cum Chutzpah—A list of lush cash grants available to enterprising college students.**
- The Impending Ban on Leaded Gasoline—How it should affect your next car purchase.**
- A Guide to Legal Abortion—Including the costs in different states.**
- And Now, Microwave Pollution—An exposé of the damage wrought to humans by radar, electronic ovens, and TV transmission.**
- Bank Robbing—How to exploit the new account "free gift" offers of banks.**
- Bizarre Comparison-Shopping Techniques—A collection, including the use, by a husband-wife team, of walkie-talkies in neighboring supermarkets.**
- How Metrecal Hurts Your Diet**
- Life Insurance: A Legalized Swindle—A Hartford actuary tells why he believes that "more than 90% of American policies are sold through misrepresentation, deceit, and fraud."**
- Teaching Your Child the Value of Money—Without having him overvalue it.**
- The Free Government Benefits Most Often Overlooked by GI's**
- How to Handle Computerized Dunning Letters**
- Taxproof Money—A collection of highly creative, little-known, perfectly legal gimmicks.**
- How to Distinguish Health from Hokum at the Health-Food Store**
- Stockholders of the World, Unite!—On the need for shareholders to protect themselves against stock-option grabs, dummy-director appointments, and other such abuses by management.**
- Blindness Caused by Contact Lenses**
- Don't Buy U.S. Savings Bonds—Why they make a terrible investment, how they undermine sound government fiscal planning, and why one leading investment counsellor says, "They are palmed off mostly on rubes and financial boobs."**
- G.E.'s New Synthetic Diamonds: Will They Ruin the Value of Real Diamonds?**
- The Truth about Cut-Rate Gasolines**
- Rx for Overpriced Drugs—How to buy medicine by generic name.**
- The Cost to a Beginner of Running for Political Office**
- How to Exploit the Special Introductory Offers of Book Clubs**
- Artificial Coloring: U.S. Certified Poison**
- How to Read an Annual Report**
- Low-Cost Psychoanalysis**
- How to Prepare an Effective Job Resumé**
- "\$69 Sewing Machine On Sale for \$369.90"—The 10 most common door-to-door swindles.**
- "No-Fault" Insurance Clarified**
- Are You Underpaid?—A chart of prevailing wages, job-by-job, across the country.**
- Social Security's Special Rules for Women**
- How to Outsmart an Insurance Adjuster**

- New York's Biggest Miser—An interview with a compulsive penny-pincher who lives comfortably in the world's most expensive city on \$40 a week.**
- How to Line up Reliable, Low-Cost (and Often Free) Child-Care Centers**
- Getting Action from Your Classified Ad—Tips by one of New York's top advertising copywriters.**
- Cutting Food Costs: The Advice of Six Supermarket Managers' Wives**
- 25 Items that You Can Still Buy at the 5¢-and-10¢ Store for 10¢**
- Checking Up on Your Social Security Account**
- That's the Spirit—Big bargains in booze, beer, and brandy.**
- Stop Chewing the Fat—How to read the new labels on frankfurters.**
- How Professionals Appraise a House**
- Thalidomide: Back... in Disguise**
- Collusion among Bankers on Interest Rates—A case of Government anti-trust impotence.**
- Hay Fever Shots: Are They Pointless?—The findings of a massive five-year study.**
- How to Cut Your Dining-Out Bills by 1/3 (Without Stinting on the Fare)**
- Cut-Rate Travel Via Airlines that Don't Advertise**
- The Oversale of Tonsillectomies by Cutthroat Doctors**
- Illuminating Facts about Light Bulbs—Which brands cost less, and furnish more light.**
- Feeding Four for \$3 a Day**
- Appliance Problems: When Not to Call a Repairman**
- Free Checks—A list of 200 banks that allow unlimited writing of personal checks.**
- Bootleg Birth-Control Pills**
- When in Doubt, Deduct—The ten most common forms of income-tax overpayment.**
- \$99 Fares to Europe**

In sum, **Moneysworth** is a hip, trustworthy financial mentor. It reflects the quintessence of consumer sophistication.

In format, **Moneysworth** is a newsletter. It is designed for instantaneous communication and ready reference when you're shopping. It is published fortnightly. This ensures you that the information in **Moneysworth** will always be up-to-the-minute. You'll be reading about revolutionary new products, for example, during the very week they're introduced. Product ratings will appear precisely when you need them most (automobiles and sailboats will be rated in the spring, for example, and Christmas gifts and ski equipment in the fall). The dispatches, analyses, and product evaluations in **Moneysworth** will originate in New York, Washington, and any other place where consumer news is likely to develop.

In style, **Moneysworth** is concise, pragmatic, and above all, forthright. **Moneysworth** does not hesitate to name brand names (whether to laud or lam-

baste them), to identify big corporations when they gouge the public, and to quote the actual prices and discounts that you are entitled to and should be getting. **Moneysworth** can afford to be this candid because it carries no advertising whatsoever; it is beholden to no one but its readers.

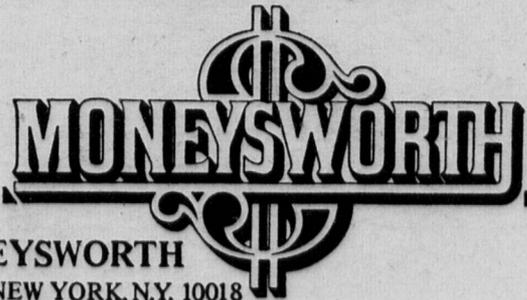
The editors of **Moneysworth** are a team of hard-nosed, experienced journalists with considerable expertise in the fields of consumer interests and quality periodical publishing. The editor-in-chief is Ralph Ginzburg, creator of the flamboyant magazines *Fact*, *Eros*, and *Avant-Garde*. Mr. Ginzburg was the first editor to provide a platform for Ralph Nader to express himself on the subject of automobile safety. **Moneysworth's** publisher is Frank R. Brady, generally regarded as one of the publishing industry's shrewdest financiers. Herb Lubalin, the world's foremost graphic designer, is **Moneysworth's** art director, and its managing editor is Ted Townsend, a newspaper executive with over 20 years of experience. Together, these men will produce the first—and only—consumer publication with *charisma*.

Moneysworth is available by subscription only. Its price is \$10 a year. However, right now you may order a special introductory Charter Subscription for ONLY \$5.00! This is **HALF PRICE!!**

Moreover, we are so confident that **Moneysworth** will prove itself indispensable to you that we are about to make what is probably the most generous subscription offer in publishing history: *We will absolutely and unconditionally guarantee that **Moneysworth** will increase the purchasing power of your income by at least 15%—or we'll refund your money IN FULL.* In other words, if you now earn \$10,000 a year, we'll guarantee that **Moneysworth** will increase the value of your income by at least \$1,500—or you get your money back. As you can see, a subscription to **Moneysworth** is an absolutely foolproof investment.

To enter your subscription, simply fill out the coupon below and mail it with \$5 to: **Moneysworth**, 110 W. 40th St., New York, N.Y. 10018.

We urge you to act at once. Stop being robbed and start getting your **Moneysworth**.



MONEYSWORTH
110 W. 40ST., NEW YORK, N.Y. 10018

I enclose \$5 for a one-year subscription to **Moneysworth**, the authoritative new consumer newsletter. I understand that I am paying only **HALF PRICE!** Moreover, **Moneysworth** guarantees that it will increase the purchasing power of my income by at least 15% or I will get my money back **IN FULL.**

NAME _____
ADDRESS _____
CITY _____
STATE _____ ZIP _____