

Two-Grade Reallocations Won For Professionals In Education Dept.

CSEA Ready For Hearing On Judicial Conference Rules For Negotiations

ALBANY—A public hearing to be held on May 11 by the Judicial Conference of New York State will set the stage for the establishment of rules and procedures governing collective bargaining between the Conference and the thousands of State employed and local government court employees of the State's unified court system.

The proposed amendments to the rules of the Administrative Board of the Judicial Conference, which has been submitted to the interested parties for review prior to the hearing, also call for the establishment

of an employment relations review board which would function in much the same manner as the State Public Employment Relations Board which administers the Taylor Law. The Judicial Conference claims that its employees are not covered by the Taylor Law.

The Civil Service Employees Assn., recognized bargaining agent for the State-paid, non-judicial employees, said it will send a task force of employee representatives and CSEA officials from both the State and local government areas to the meeting, armed with recommendations which CSEA feels should be incorporated in the proposed rules.

Irving Flaumenbaum, president of CSEA's Nassau County chapter, which represents many local government court employees, said that he and CSEA regional attorney Richard Gaba would represent the court employees in his chapter at a meeting in CSEA's New York City office on April 27 at which the recommendations would be drawn up. Flaumenbaum said, "We intend to see that the best interests of the Nassau County court employees are a part of any recommendations that are submitted at the May 11 hearing" which also will be held in New York City.

The Suffolk County CSEA chapter will send Joseph Benedetto and Andrew Freeman to April 27 session, while Vincent Alessi will represent the Monroe County court employees. David B. Klingaman, judiciary representative on CSEA's Statewide Board of Directors and an employee of the Court of Claims in Albany, and Sol Summer, employee of the Appellate Division of State Supreme Court in New York City, will also be in attendance.

The rules and procedures will affect negotiations on both fiscal and non-fiscal matters, but will not affect the recent fis-

(Continued on Page 16)

CSEA Victory To Affect 600 Aides

ALBANY—The Civil Service Employees Assn. announced last week that the State Civil Service Commission has approved two-grade reallocations for all employees in the professional education classes of the Department of Education who are at salary grade 20 and above, and who were not reallocated in the Fall of 1968.

The Employees Association's long struggle for the across-the-board reallocations ended last week when it was informed by the State Civil Service Commission that CSEA's appeal for the upgradings had been approved. The case must now go to Director of the Budget T. Norman Hurd for final approval. It is expected that he will okay the measure, CSEA officials said.

More than 600 employees of the Education Department will be affected by the reallocations.

Fight Began In 1968

The approval by the Civil Service Commission climaxed a series of events which began in March, 1969, when an appeal for the reallocations was submitted by the Education Department at CSEA's urging. Extensive reallocations for other Department professionals had been approved in the Fall of 1968. In June, 1969, the March request was turned down by the Division of Classification and Compensation.

CSEA, working with the Education Department chapter and

the chapter's special professional committee, then appealed the Division's rejection to the State Civil Service Commission.

Prompt Action

After learning that CSEA's appeal was taken off the February calendar and not placed on the March calendar of the Civil Service Commission, CSEA president Theodore C. Wenzl fired off

(Continued on Page 16)

Insurance Changes Nov. 1

ALBANY—Any changes in the amount of CSEA Group Life Insurance that would be caused by the CSEA-negotiated pay increases effective April 1 for State employees in four collective bargaining units will not take effect until November 1, 1970.

A spokesman for the Civil Service Employees Assn. stressed this point in a recent statement to clear up any misunderstandings that might arise when the four State contracts take effect.

"CSEA has been receiving inquiries as to whether the Group Life Insurance issued to members would increase based on the salary raises included in the new contracts effective April 1, the spokesman said. "The amounts of insurance issued under CSEA Group Life Insurance are adjusted on November 1 of every year based on the salaries being received by each participating member on the date.

This procedure is in accordance with CSEA contract with The Travelers Insurance Co. and has been in effect since 1939."

CSEA Annual Report Being Distributed

ALBANY—The annual report of the Civil Service Employees Assn. for the organization's fiscal year ending September 30, 1969 is now being distributed and will be available to members through their local CSEA chapter on units.

As in other years, according to a CSEA spokesman, initial distribution of the financial statement will be made to chapters throughout the State in limited quantities based on their membership.

A reserve supply will be maintained at CSEA headquarters in Albany from which additional copies will be available to members or groups of members upon request.

Summary Of Fact Finder Response To Council 82

A summary on the responses of a fact-finding panel to requests made by Council 82, American Federation of State, County, and Municipal Employees for members of the State's 7,000 security unit employees has been released.

Council 82 called an impasse when negotiations with the State administration failed to get any appreciable gains for security unit workers. The fact-finding committee basically recommended these employees get the higher benefits won by the Civil Service Employees Assn. for the 130,000 members they represent in four other bargaining units.

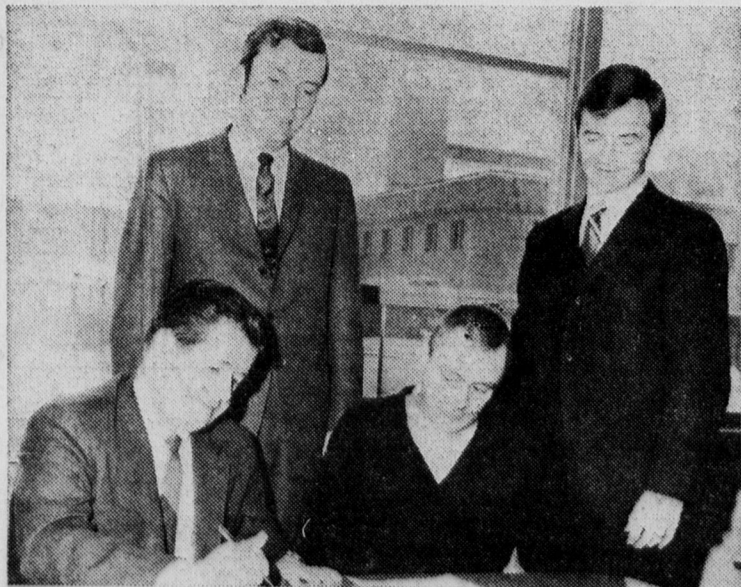
Council 82's requests and the fact-finders' recommendations appear on Page 16 of this issue.

Don't
Repeat This!

Hoberman Quitting City Personnel Director Post

SOLOMON HOBERMAN, City Personnel Director and Chairman of the Civil Service Commission, will be the next high official who will be departing from the Lindsay administration, this column learned exclusively this week.

(Continued on Page 6)



OLEAN CONTRACT SIGNED — Signing the new contract negotiated by the Civil Service Employees Assn., City of Olean unit, for City employees, are, seated, Mayor William O. Smith of Olean and Raymond M. Haggerty, president of the Olean CSEA unit. Standing are Robert M. Walker, attorney and City negotiator, and Bernard J. Ryan, CSEA collective bargaining specialist.

FROM THE FINEST



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

Bridging The Gap

One of the problems that trouble policemen most deeply today is the gap that has opened between them and the community. Not so long ago, a policeman was generally looked on as a friend to all citizens, young and old, and perhaps even as a valuable community resource. In his desire to serve, and in his willingness to assume great risks, the average patrolman has not changed much through the years, but the relationship between him and the civilian community has changed; it has lost much of its former warmth. Many of the good people in the community feel less friendly than they used to, and the policeman working among them feels the difference keenly.

The reasons for this difference are complex. Many of them are connected with profound changes in the world around us, changes that have nothing to do with the police officer and that are beyond his control or influence. But part of the reason lies in police activities as they have been reported in the news media in recent years. As demonstrations and incidents of civil disorder mount, police involvement in such events has necessarily increased, and in recent years public exposure to police activities has consisted, more and more, of newspaper and television coverage of riots, disorderly confrontations, and violent protests. It has become all too easy for the public to forget the many other acts of service regularly performed by policemen in the course of their daily work.

In behalf of its members, the Patrolmen's Benevolent Association is most anxious to bridge that gap, and we have embarked on a wide-ranging program of community relations in order to give today's citizen a better understanding of who the policeman is and what he does.

The first leg of this program is a major advertising campaign appearing in all of the metropolitan daily newspapers and in many weeklies as well. These ads, which began appearing in February and will run every other month, feature actual photographs of policemen at work, performing the kind of service of which the public is frequently unaware. The first advertisement, for example, showed a New York City patrolman administering mouth-to-mouth resuscitation to a stricken child. Each of these ads is being reproduced in the form of posters which are widely displayed throughout the City.

The kind of duty illustrated in these ads is, in a sense, routine. To publicize more heroic acts performed by patrolmen, we have established the PBA "Finest of the Month" award, which will recognize outstanding acts of service to the community. It is our hope that these awards will be widely reported in the local press.

To many members of the community, a uniformed policeman is merely an impersonal representative of government, and we think it is important for people to remember that within the uniform is a human being who shares the same needs, interests, and concerns as his fellow citizens.

(Continued on Page 15)

Complete Text Of New Rules On Allowances Meals And Lodgings

ALBANY—Following is the full text of a notice sent by State Comptroller Arthur Levitt to all State departments and agencies concerning increases in meal allowances and changes in the per diem rate for lodging and meal allowances for State employees:

Effective April 1, 1970, reimbursement for travel expenses of State employees on official business will be allowed in accordance with the following rates. A single per diem rate has been substituted for the separate allowances for meals, lodging and incidentals. To qualify for the per diem rate the employee must stay overnight in a hotel or motel and be away from his home for three meals.

Meals And Lodging

1. The following per diem rates for hotel lodging, three meals, and incidental expenses will be allowed.

(a) \$24.00 in New York City and Nassau, Rockland, Suffolk and Westchester Counties.

(b) \$19.00 elsewhere in New York State.

(c) \$20.00 outside New York State (except travel outside U.S.).

2. A per diem of \$13.00 will be allowed when lodging accommodations are taken in apartments, rooming houses, tourist homes and private residences, other than homes of members of traveler's family.

3. Original lodging receipts are required as evidence of overnight stay.

4. When an employee is in travel status for less than a full day, and incurs no lodging charges, the following meal rates will be allowed:

Breakfast	\$1.85
Lunch	1.65
Dinner	5.20
	\$8.50

5. When an employee is in travel status overnight but is not eligible for reimbursement for three meals, an appropriate amount based on the above rates will be deducted from his per diem allowance.

Examples

(a) An employee leaving home after 7:00 p.m. on Monday and going to an assignment in the New York City area and returning home before 7:00 p.m. on Tuesday would receive:

1 day's allowance	\$24.00
Less dinner	5.20
	\$18.80

(b) An employee leaving home before 7:00 a.m. on Monday and traveling to an up-state area and returning home after 7:00 p.m. on Friday would be entitled to:

4 days at \$19.00	\$76.00
meals for Friday	8.50
	\$84.50

Paragraph 8.15 is amended to provide a cash travel advance of \$24.00 per day to employees working in the New York City area and \$19.00 per day elsewhere in the State. The maximum advance to any one

employee in the New York City area is \$300. Elsewhere in the State the amount is limited to \$250. A cash advance in the future will be made available for employees traveling one full day or more (the minimum cash allowance is \$19.00). In view of this more complete system of advancing travel funds and the installation of a per diem rate method, it will no longer be necessary to use lodging requests. Accordingly, the Lodging Request Form A.C. 276 will be phased out as soon as departments are prepared to implement the expanded cash advance system.

I.D. Needed

When registering at a hotel an employee should identify himself as a State worker and request the government rate. Tax exemption forms (A.C. 946) should be furnished to the hotel in areas where a room occupancy tax is in force.

A formal change in the Comptroller's Rules and Regulations will be issued at a later date.

Any questions concerning these changes should be directed to Mrs. Bertha Floser. Her telephone number is (518) 474-6021.


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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
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Workweek At Issue

CSEA Maps Court Action Over Troy Pact Dispute

TROY—The Civil Service Employees Assn. will go to court to force the City of Troy to honor a contract negotiated by CSEA in behalf of City employees.

Troy's new city manager, Ralph DeSantis, last month arbitrarily increased the work week for nearly 100 employees working in the City's offices, an action which CSEA officials contend violates the past practices clause of the recently negotiated contract.

CSEA had been willing to discuss the city manager's action informally with an eye toward arriving at a mutually satisfactory solution, but DeSantis was "unresponsive," a spokesman charged.

Libel Action Against Leader And CSEA Dropped By SCME

ALBANY—A libel action brought against Theodore C. Wenzl, president of the Civil Service Employees Assn., and Leader Publications, Inc., publisher of The Civil Service Leader, by William Russ, president of the New York State Employees Council 50, AFL-CIO, and Alfred Wurff, has been settled and discontinued in favor of CSEA by the Supreme Court of New York State.

The action stemmed from a cartoon printed in The Leader last Summer.

The firm of Hall, McNicol, Marett & Hamilton represented Leader Publications, Inc., and McCarthy & McGrath represented President Wenzl and the Employees Association.

Hawaii Tour Set From Rochester

For the first time, members of Civil Service Education and Recreation Assn. will be able to join a tour of Hawaii and the Golden West leaving and returning directly to and from Rochester. The dates are July 4 to 18.

Tour members will travel via American and Pan American Airlines to Los Angeles, Honolulu and San Francisco. The price of only \$459 includes round trip jet air fare, hotel rooms, sightseeing in Los Angeles, Hawaii and San Francisco and a special party in Walkiki Beach.

Immediate application should be made to Claude E. Rowell, 64 Langslow St., Rochester, N.Y., 14620, After 5 p.m. telephone (716) 473-5657.

CSEA To Represent Student Faculty Assn.

ALFRED—An overwhelming majority of employees of the Faculty-Student Assn. at Alfred University last week designated the Civil Service Employees Assn. as their bargaining agent in an election conducted by the State Labor Relations Board.

Harry Johnston, CSEA field representative, said that 74 employees voted for CSEA while six voted for no representation. There were approximately 111 eligible voters.

CSEA was immediately certi-

fied as the ESAA employees' bargaining agent and asked that negotiations begin as soon as possible. The election was called at the request of FSA officials at the University.

Coordinating the CSEA campaign to get out the vote were Johnston, Betty Allen, CSEA chapter president; Ruby Ormsby and Irene Edwards, vice presidents, and Margaret Marvel, secretary.

This is the first time that CSEA has been certified as the

In Mohawk Valley

One School District OK's New Contract; Other Calls Impasse

(From Leader Correspondent)

UTICA — Two more decisions are in for two Mohawk Valley school districts represented by the Civil Service Employees Assn. One of the districts has reached a tentative agreement, while the other has called in a mediator to settle things.

The impasse was called in the Ilion school district where the problems of wages and better working conditions forced the issue. Henry Ford of Whitesboro has been called in to look at the situation and try to solve the matter. CSEA field representative Frank Martello says he is awaiting word from Ford on a meeting date.

The school district in Westmoreland, has a different story. There, tentative agreement has been reached on a new contract that will give CSEA members a six percent across-the-board pay hike in addition to earned increments.

Other aspects of the contract include the 1/60th Retirement Plan and additional leave days.

Meadowbrook Hosp. Unit Fashion Show

MINEOLA — The Plainview Division, Meadowbrook Hospital unit of the Nassau chapter, Civil Service Employees Assn., will hold a fashion show to benefit the patients' fund. The event will be at 8 p.m. May 13 in the hospital auditorium. Admission is \$2. Gradon Knott is president of the unit.

Two CSEA Units Approve Contract For Fulton Aides

SYRACUSE—City employees of nearby Fulton have reached an agreement with the City ending an impasse of several weeks between the City and two Civil Service Employees Assn. units.

The CSEA members last week approved the contract which provides for raises of 18 cents an hour, or four and a half percent, whichever is greater, plus a non-contributory retirement plan and a grievance procedure, said John D. Corcoran, CSEA field supervisor.

The City is expected to approve the contract also at a meeting today, April 21, said



CONTRACT SIGNING — Principals in a contract signing between the Village of Ossining and the Village of Ossining unit of the Westchester chapter, Civil Service Employees Assn., are, from left, Mayor John G. Donzella and F. Vincent Sherwood, CSEA unit president; standing, Andrew Fiore, corporation counsel; Richard McCue, superintendent of Public Works Department, and Michael Del Vecchio, Westchester chapter president and chief negotiator for the Village of Ossining unit.

Contract Talks To Start

Westchester CSEA Burns The Midnight Oil Making Plans For New Proposals

About one hundred Westchester County civil service employees attended a meeting in the County Court House that lasted until 11 p.m. one night last week. Main topic for discussion was preparing proposals for a new contract with the County to start in January, 1971.

Negotiating meetings between a Civil Service Employees Assn. team and the County representatives are expected to start in late July. Carmine Lamagna, president of the County CSEA unit, urged all members to submit suggestions on new contract items as soon as possible. It is hoped all proposals will be ready within three weeks, so meetings with the County will not stretch to the wire in December, as hap-

pened the last time around.

The State CSEA has beefed-up its support for the County unit's negotiating team. Lamagna introduced two new State CSEA field representatives, Ronald Mazzola and Joseph O'Connor, who will advise County units, and Emanuele Vitale, who will be chief negotiator for the CSEA unit on the new contract. Vitale recently negotiated the stipulation settlement for the City of White Plains CSEA unit which resulted in big gains for its members.

Retirement Stressed

One key Association demand stressed at the meeting was the new 25-year retirement-at-half-pay system already adopted by some 143 local jurisdictions in New York State and included in the recent City of White Plains settlement. Section 75-G of the State Retirement Law makes it possible to adopt the system according to officials of the Association. Under the plan the County would continue to make all contributions to the retirement system, merely reducing retirement service from 30 to 25 years.

Nassau Legal Secs. Install New Slate

The Nassau County Legal Secretaries Assn. chapter of the National Assn. of Legal Secretaries has announced that Senator John Dunne, will, for the fifth consecutive year, install the following new officers at their dinner meeting on Wednesday, May 20, at 6:30 p.m., at the Garden City Hotel.

President, Sharon Ann Schwartz; first vice-president, Catherine Godsmark; second vice-president, Elizabeth Heggie; treasurer, Doreen Petito; recording secretary, Alice Roberts; corresponding secretary, Jeanette Golden; governor, Edith Druhl; and NALS representative, Anne Arena.

20 State Titles Facing April 27 Test Deadline; Other Cutoff Is May 11

With two interdepartmental and eighteen department titles on tap, test filing deadline is inching its way closer; for the aforementioned twenty, that date is this coming Monday, April 27.

Another series of State titles, mainly connected with the Thruway Authority, will shut down application intake on May 11. The April 27 cutoff date affects the following positions, for which exams will be given at various locations on June 6:

Interdepartmental — cashier,

G-9; and motor vehicle cashier, G-9.

Civil Service Dept.—associate personnel examiner, G-23, and principal personnel examiner, G-27.

Education—associate in educational testing, G-24.

Executive (Housing and

Comm. Renewal)—senior mechanical estimator, G-23.

Executive (OGS)—assistant heating and ventilating engineer, G-19; senior heating and ventilating engineer, G-23; junior mechanical estimator, G-15; assistant mechanical estimator, G-19; assistant plumbing engineer, G-19; and senior plumbing engineer, G-23.

Labor (Div. of Employment)—employment consultant (testing), G-21; senior employment consultant (testing), G-23; employment services representative, G-16, senior employment services representative, G-19; associate employment services representative, G-21; and principal employment services representative, G-23.

Labor (transportation)—senior draftsman (cartographic), G-11; and principal draftsman (cartographic), G-15.

May 11 is the deadline for filing applications for the following June 20 exams:

Interdepartmental—fiscal administrators, G-22 to G-25.

Thruway — toll serviceman, traffic supervisor, and senior traffic supervisor.

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

Test Answers

EXAMINATION NO. 9564, FOR PROMOTION TO HORTICULTURIST

Proposed Key Answers for Written Test held April 4, 1970

Candidates who wish to file protests against these proposed

key answers have until May 4, 1970 to make a written request for an appointment to review the test in person. Protests, together with supporting evidence, may be submitted on the appointment day.

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

Retirement Planning A Must, Margolius Says In New Book

The time to prepare for your retirement is at least several years before the day you give up your job. That is the conclusion of Sidney Margolius, veteran author of books about how to make your dollar go further, in his new volume "Your Personal Guide to Successful Retirement," a step by step handbook of retirement planning.

Long-known for his down-to-earth advice, Mr. Margolius suggests not only detailed retirement budget planning in advance, but gives specific ideas on how to make up the budget worksets and some good ideas on what to do if you have a budget gap. Needless to say, he covers social security procedures and a wide variety of other benefits available.

Because health services are so important to the retired person, Mr. Margolius suggests affiliation with some of the group plans with due consideration for the age retirement costs and benefits.

The retired person has special tax problems, including his estate, his home and his deductions, he points out. Many of these benefits are often overlooked in planning personal arrangements. A little study a few years before retirement can save both heartaches and pennypinching afterwards, according to this exhaustive study. The book is published by Random House at \$6.95.

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LEGAL NOTICE

SUPREME COURT OF THE STATE OF NEW YORK, COUNTY OF BRONX. DELSHAD GARY, Plaintiff against CHARLES A. GARY, Defendant. Index No. 3712/70. — Plaintiff designates Bronx County as the place of trial. The basis of the venue is Plaintiff's residence. SUMMONS WITH NOTICE. Plaintiff resides at 1380 University Avenue, County of Bronx, New York. — ACTION FOR A DIVORCE.

To the above named Defendant YOU ARE HEREBY SUMMONED to serve a notice of appearance, on the Plaintiff's Attorney(s) within 20 days after the service of this summons, exclusive of the day of service (or within 30 days after the service is complete if this summons is not personally delivered to you within the State of New York); and in case of your failure to appear, judgment will be taken against you by default for the relief demanded in the notice set forth below upon the termination of conciliation proceedings or 120 days after filing of a Notice of Commencement of this action with the Conciliation Bureau, whichever is sooner. Dated, March 30th, 1970.

CARL HOLMES Attorney(s) for Plaintiff Office and Post Office Address 200-17 Linden Boulevard (212) 341-1665 St. Albans, New York 11412

NOTICE: The object of this action is to obtain a judgment of divorce dissolving the marriage between the parties on the grounds of defendant's continuous abandonment of plaintiff for a period exceeding two years.

PLEASE TAKE NOTICE, that the summons in this action is being served upon you by publication pursuant to an order of the HON. BIRDIE AMSTERDAM, one of the Justices of the Supreme Court of the State of New York, dated the 31st day of March 1970, and filed with the summons and other papers herein in the office of the Clerk of the Supreme Court of the State of New York, County of Bronx, on the 2nd day of April 1970.

CARL HOLMES Attorney for the Plaintiff Office and Post Office Address 200-17 Linden Boulevard St. Albans, New York 11412 (212) 341-1665

Where to Apply For Public Jobs

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

CITY

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

Applications: Filing Period — Applications issued and received Monday through Friday from 9 a.m. to 5 p.m., except Thursday from 8:30 a.m. to 5:30 p.m., and Saturday from 9 a.m. to 12 noon.

Application blanks are obtainable free either by the applicant in person or by his representative at the Application Section of the Department of Personnel at 49 Thomas Street, New York, N.Y. 10013. Telephone 566-8720.

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

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

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

STATE

STATE — Department of Civil Service, 1350 Ave. of the Americas, N.Y. 10036, phone 765-3811; Gov. Alfred E. Smith State Office Building and the State Office Campus, Albany 12226; Suite 750, 1 West Genesee St., Buffalo 14202; State Office Bldg., Syracuse, 13202; 500 Midtown Tower, Rochester, 14604 (Wednesdays only).

After 5 p.m. telephone, (212) 765-3811, give the job title in which you are interested, plus your name and address.

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

FEDERAL

FEDERAL — New York Region, U.S. Civil Service Commission, Federal Plaza at Duane and Lafayette Sts., New York, N.Y. 10007. Take the IRT Lexington Ave. Line to Worth St. and walk two blocks north, or any other train to Chambers St. or City Hall stop.

Monday through Friday hours are 8:30 a.m. to 3 p.m., and offices stay open Saturdays, 9 a.m. to 1 p.m. The telephone is (212) 264-0422.

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

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State Seeking Personnel

Social Work Oriented Jobs Available In Diverse Areas; Parole, Casework Included

Choice opportunities to embark on a career oriented to social work, with frequent emphasis on helping youth, can be yours in one of several State titles.

The job offerings, open on a continuous basis, are comprised from among four categories. These embrace such titles as State Institution teachers, starting at \$6,860; youth parole worker trainee, which starts at \$8,605; youth parole worker "B," set to begin at \$9,660; and senior and associate narcotic parole officer, embarking at \$11,935 and \$14,020 respectively.

Also, caseworker posts are available in various localities about the State, pay contingent on location. The range goes upward to \$7,289. Caseworker candidates are eligible to apply for probation officer as well, as both exams will be held at the same time.

In all instances for the aforementioned titles, applications are to be open till further notice and entrants are urged to obtain the notice of examination from the State Dept. of Civil Service. To follow through, visit their regional offices in Albany, Buffalo, Syracuse or New York City, where application forms can be filed.

Backgrounds Required

From institution teachers, the State will require a bachelor's degree from an accredited college which must encompass the specified number of semester hours in the teaching speciality. A permanent teaching certificate from the State or New York City, however, is acceptable, too.

Senior institution teacher posts are open at the State Rehabilitation Hospital, Dept. of Health, and various State Schools and State Hospitals operated by the Dept. of Mental Hygiene. These titles, which pay somewhat higher, require completion of specialized coursework, described in the job bulletins.

Positions in the youth parole field are for both English-speaking and Spanish-speaking personnel, with a great need for the latter. To qualify, trainees must have finished a year of social work studies or actual experience or have a master's in psychology, sociology, guidance, criminology, recreation or rehabilitation. Experience can include exposure to "delinquent, disturbed or deprived children." Parole worker "B" candidates require the M.S.W. degree.

Narcotic Aides Needed

To become a senior narcotic

parole officer, you need a baccalaureate plus two years in "vocational placement work, employment counseling, or social casework, with a recognized agency adhering to acceptable standards in probation, parole, child welfare, psychiatric or medical social work, or in group work with the delinquent, disturbed or deprived similar to that performed in the New York City Youth Board." Relevant graduate work or two additional years of experience must supplement the initial requirement. A law degree is also an acceptable

substitute here.

Caseworkers are generally required to have college degrees. However, alternates may be substituted such as a year of full-time experience in either professional nursing or social work with an acceptable agency or supervised teaching in an accredited school. Information on the subject matter to be tested on the exam, to aid in your preparation, appears in the job bulletin relating to the title. Some positions feature scholarships and tuition reimbursement as an incentive to going for further study.

Peak Pay — \$5.30 An Hr.

TA's Bklyn. Offices Host Candidate Screening For Bus Maintenance Titles

Playing host to the recruitment and screening process for bus maintainers, Group B, is the Brooklyn administrative offices of the Transit Authority, which will continue its campaign until all the vacancies become filled.

Applicants are invited to take advantage of the Monday-through-Saturday filing schedule, extending from 8:30 a.m. to 4:30 p.m. on weekdays and concluding at 12 noon on Saturdays.

At the lobby recruitment booth, job bulletins may be gotten and studied. These point out the pertinent data—items like requirements, job tasks, advancement opportunities, and salary and fringe information. The TA office are at 370 Jay St., Bklyn., at the IND subway station.

According to Mort Kessler, a spokesman for the TA recruitment section, salaries begin at the \$4.38 per-hour level and can reach, after three years of satisfactory service, the maximum hourly wage of \$5.30.

Right now, reported Kessler, roughly fifty vacancies must be filled, and anyone who possesses the four years of experience at the journeyman mechanic level in the relevant trade area can file immediately. Asked for is

work background involving the general maintenance and repair of automobiles, trucks or buses—including such items as engines, transmissions and brakes.

Related helper experience or trade education will likewise receive credit on the ratio of six months for a year of actual job history.

Sr. Street Club Worker Posts

Filing closes April 30 for positions as senior street club worker with the City of New York. The jobs pay \$7,500 per year to start.

Minimum requirements are a bachelor's degree plus either one year of experience in group work, case work, counseling in institutions for maladjusted or delinquents youths, or work

(Continued on Page 10)

Dietician Needed

A dietician, grade GS-9 is needed at the Veterans Administration Hospital, 800 Poly Place, Brooklyn, at a starting salary of \$9,320 per annum. Requirements are a bache-

lor's degree, completion of an internship approved by the ADA, and one year of experience; or a VA internship and six months experience.

For further information call 836-6600, extension 389.

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11 Warren Street, New York, N.Y. 10007
Bronx Office: 406 East 149th Street

212-BEeckman 3-6010
Bronx, N.Y. 10455

Jerry Finkelstein, Publisher

Paul Kyer, Editor

Joe Deasy, Jr., City Editor

Ron Linden & Barry L. Coyne, Assistant Editors
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 Street, FEderal 8-8350

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

TUESDAY, APRIL 21, 1970

Let Us Bridge The Gap

EDWARD J. KIERNAN, president of the New York City Patrolmen's Benevolent Assn., makes an appeal this week that should receive the sincere attention of every reader of this newspaper. He yearns for a return to those days when policemen were regarded as everyone's friend, not a menace to society which the involvement in these troubled days has produced.

He is not asking too much. In a column on Page 2 of this edition, Kiernan recalls the basic nature of the police officer, both as an upholder of the law and, equally important, as a human being with the same hopes, anxieties and ambitions shared by all of us.

Surely, the large body of civil service workers in this State possess enough empathy and understanding of their fellow public employees in uniform to lend willing ears and voices to remind the general public that the policeman is very much their friend and neighbor.

Kiernan and the PBA are taking their story to the public with a sensitive and imaginative advertising campaign as well as engaging in a variety of community activities not connected with police work.

They are doing their jobs. Let us help bridge this unhappy gap with our support, too.

Don't Repeat This!

(Continued from Page 1)

Hoberman, who is now 55 and eligible for retirement, has informed Mayor Lindsay that he'd like out and has promised to remain in the dual post until a successor can be found. It is understood that a nationwide talent search is being conducted to find a new man.

A career civil service employee, Hoberman was appointed to the \$37,500 on February 24, 1967. As personnel director and Civil Service Commission chairman his duties include the establishment and direction of all personnel programs for 240,000 City employees and the establishment of training and safety procedures for an additional 120,000 employees.

Dramatic Innovator

During his three years of service as Director of Personnel, Hoberman has made some dramatic innovations in policies and procedures for the department. Among these are innovations he has made to broaden the base of employment to utilize the capabilities of minority groups, mentally retarded, high school students, and other special groups; major changes in training policies to extend the capacity of

tens of thousands of City employees to make them eligible for better jobs; improve the validation of tests and testing procedures so that selection could be on a more realistic basis; encourage decentralization of hiring, training and data-keeping; rationalize the health service procedures so as to make them more workable and more economical for the City.

On the local scene leading contenders for the job include: City Civil Service Commissioner James Smith, who prior to assuming his duties at the CSC was an Assistant to the Mayor; Anthony Russo, also a career civil service employee who is now a Deputy Director of Labor Relations; Harry Bronstein, Chief Budget Examiner of the City; Ida Klaus, Labor Relations Director for the Department of Education; Benjamin C. Oill, Department Personnel Director, and Marvin Bogner, an official of the Department of Real Estate and considered an expert in the field of civil service.

Insiders also feel that Hoberman's departure could mean a major reshuffling of the Personnel Department.

Civil Service Television

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

Sunday, April 26

10:30 p.m.—With Mayor Lindsay—Weekly report by the Mayor and guests.

Monday, April 27

9:30 a.m. (color) — Around the Clock—"Burglary Investigation." New York City Police Department training series.

1:30 p.m. (color)—Around the Clock—"Crime Scene Tactics." New York City Police Department training series.

3:30 p.m.—Return to Nursing—"The Patient With Peptic Ulcer: Diagnosis." Refresher course for nurses.

4:00 p.m. (color)—Around the Clock—"The Citizens Role in Crime Prevention." New York City Police Department training series.

7:30 p.m. (color)—On the Job—"Introduction to the Fireboat." New York City Fire Department training series.

9:00 p.m. (color)—New York Report—Lester Smith hosts interviews between City officials and visiting newsmen.

Tuesday, April 28

9:30 a.m. (color)—Around the Clock—"Burglary Investigation." New York City Police Department training series.

1:30 p.m. (color)—Around the Clock—"Crime Scene Tactics." New York City Police Department training series.

2:00 p.m.—Community Report—"Continuing Education: The Performing Arts." Board of Education and community series.

3:30 p.m.—Return to Nursing—"The Patient With Peptic Ulcer: Diagnosis." Refresher course for nurses.

4:00 p.m. (color)—Around the Clock—"The Citizen's Role in Crime Prevention." New York City Police Department training series.

7:00 p.m.—Around the Clock—"Crime Scene Tactics." New York City Police Department training series.

Wednesday, April 29

9:30 a.m. (color)—Around the Clock—New York City Police Department training series.

1:30 p.m. (color)—Around the Clock—New York City Police Department training series.

3:30 p.m.—Return to Nursing—"The Patient With Peptic Ulcer: Nursing Care." Refresh course for nurses.

4:00 p.m. (color)—Around the Clock—New York City Police Department training series.

7:00 p.m.—Community Report—"Continuing Education: The Performing Arts." Board of Education and community series.

7:30 p.m. (color)—On the Job—"Introduction to the Fireboat." New York City Fire Department training series.

Thursday, April 30

9:30 a.m. (color)—Around the Clock—New York City Police Department training series.

1:30 p.m. (color)—Around the Clock—New York City Police Department training series.

3:30 p.m.—Return to Nursing—"The Patient With Peptic Ulcer: Nursing Care." Re-

(Continued on Page 10)

Civil Service Law & You

By WILLIAM GOFFEN



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

Harsh Penalties

A PSYCHIATRIC attendant at Willowbrook State School was recently dismissed from his tenured employment on a charge of misconduct.

AT THE AGE of 18 the young man entered the Military Service in which he continued until his discharge five years later in April, 1966. Following Army service he attended a course of instruction at an armory in Brooklyn in preparation for possible employment as a psychiatric attendant. After an interview he was accepted by the Willowbrook State School for retarded children. He was there given a five weeks' training course, served a probationary period and achieved status as a tenured psychiatric attendant. He continued in that capacity for over two years without ever receiving an unsatisfactory rating, until he was served with a charge of misconduct containing 14 specifications. The specifications involved falling asleep while on duty, alteration of assignment schedules, use of profane language and excessive tardiness. These specifications were supported by testimony and exhibits.

THE EMPLOYEE testified in his own behalf that he did indeed fall asleep on duty, but this was due to illness.

HOWEVER, THE hearing officer did not accept the employee's explanation.

THE EMPLOYEE denied the accusation that he altered the ward assignment schedule. His testimony was as follows:

Q. With respect to Specifications 3, 4 and 5 which related to an alleged alteration by you of the ward assignment schedule and your refusal to work at Ward 072 instead of Ward 073, to which of these two wards were you originally assigned at the time in question?

A. 073.

Q. Did somebody change it?

A. It was changed.

Q. Did you tell Miss F. (attendant in charge) that your correct assignment was 073?

A. I did.

Q. What did she do or say?

A. She told me that I was assigned to 072 and I told her, that when I left that morning I was scheduled to work 073. When I came in it had been changed. It had been erased and changed to 072.

Q. What did you do after your conversation with her?

A. Well, I told her if I could not work the ward I was supposed to work I would go home.

IN FACT, the employee did go home, sacrificing a day's pay. Again, the hearing officer found the employee guilty as charged.

THE EMPLOYEE was charged with using profane language to an account clerk when his pay check for two weeks' work was being held up because of an alleged one-half hour shortage of time worked. Under the circumstances, the employee may have understandably used profanity under the extreme provocation of the withholding of his pay check without reasonable justification.

THE HEARING officer ruled that "it was proved to my satisfaction that the respondent was abusive and used filthy, vile and profane language to such an extent that two of the witness attendants who testified on behalf of Willowbrook State School said that they feared bodily harm at the hands of the respondent."

ANOTHER SPECIFICATION of which the employee was found guilty included leaving the children a few minutes in the care of another attendant while purchasing ice-cream for them at his own expense.

THE HEARING officer concluded that the employee "conducted himself in such a manner as to indicate to me that he is really not interested in working for the Willowbrook State Hospital." The hearing officer's conclusion indicated that he was not persuaded by the employee's testimony, as follows:

Q. Are you making any effort to locate a residence closer to this school so you do not have to travel three hours?

A. Yes I am.

Q. Do you like your work?

A. Yes I do.

(Continued on Page 7)

Law Column

(Continued from Page 6)

Q. Do you want to continue to be an attendant at Willowbrook State School?

A. Yes I do.

Q. Do you like the children?

A. I do.

Q. Do you like helping them?

A. I do.

ON AN OVERALL basis it seems to me that the employee should have been given another chance to correct his possible misconduct instead of being subjected to the harshest possible penalty under the civil service law.

Judge Appointed

ALBANY—Assemblyman Daniel Becker of Newburgh has been appointed a judge of the State Court of Claims. He will fill the unexpired term of the late Judge Paul C. Reuss of Albany, ending in 1974.

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LEGAL NOTICE

File No. 3006, 1967. — SUPPLEMENTAL CITATION. — THE PEOPLE OF THE STATE OF NEW YORK, By the Grace of God Free and Independent, To WALTER J. NEVILLE and E. D. PETERSON, if living and if dead, to their heirs at law, next of kin and distributees whose names and places of residence are unknown and if they died subsequent to the decedent herein, to their executors, administrators, legatees, devisees, assignees and successors in interest whose names and places of residence are unknown and to all other heirs at law, next of kin and distributees of MARY ELLEN AZELINE NEVILLE, the decedent herein, late of 500 West 122nd Street, New York, New York, whose names and places of residence are unknown and cannot, after diligent inquiry, be ascertained. JOHN S. NEVILLE, MARJORIE N. GEHRUM, MARGARET LENSER, GEORGE P. NEVILLE, DOROTHY N. KRULL, VIRGINIA N. SALMON, RUTH N. ROACH, GEORGE URBAN NEVILLE, and GARY W. NEVILLE.

YOU ARE HEREBY CITED TO SHOW CAUSE before the Surrogate's Court, New York County, at Room 504 in the Hall of Records in the County of New York, on May 29, 1970 at 10:00 A.M. why a certain writing dated August 20th, 1951, which has been offered for probate by SAMUEL S. BARANOW, residing at 218-32 85th Avenue, Queens Village, N.Y., should not be probated as the last Will and Testament, relating to real and personal property, of MARY ELLEN AZELINE NEVILLE, Deceased, who was at the time of her death a resident of 500 West 122nd Street, in the County of New York, New York, and why Letters of Administration with the will annexed should not issue to Samuel S. Baranow.

Dated, Attested and Sealed, April 6, 1970.
HON. S. SAMUEL DI FALCO,
(L.S.) Surrogate, New York County
WILLIAM S. MULLEN,
Clerk.

Name of Attorney WEINSTEIN & WEINSTEIN, Esqs., Tel No. LI 4-3344, Address of Attorney 118-21 Queens Blvd., Forest Hills, N.Y. 11375.

This citation is served upon you as required by law. You are not obliged to appear in person. If you fail to appear it will be assumed that you do not object to the relief requested. You have a right to have an attorney-at-law appear for you.



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(Continued from last week)

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1040 Barbara Hurst, Gloria C Robinson, Sylvia Roberts, Belle Letich, Ruthie L Rountree, Dolores Wright, Norsie Long, Elaine Lipschutz, Julia Molnar, Agnes Melsom, Irene V Nelson, Florence R Ehrlich, Marilyn J Baughan, Sophie Greenberg, Maria S Smith, Catherine Iaconetti, Charles E Durlach 2nd, Pearl M Davidoff, Frieda W Abney, Elaine Blumkin, Else H Michalski, Rebecca B Kaplan, Ruth Hirsh, Ophelia B Robinson, Dae G Eliezer, Anna Block, Genevieve Harvey, Cynthia I Ellison, Gilda C Gubitosi, Elliott Sigman, Eveline Sidelman, Nettie Feldman, Dorothy Kerwin, Angelina Daniels, Johnny L Sykes, Susan Zammataro, Maxine F Fisher, Mary Tashman, Phyllis G Taylor, Gwendolyn Darby.

1080 Getha E Stukes, William Iskra, Rose Schnee, Mollie Spatz, Ida M Henry, Jennie A Maitland, George L Dalrymple, Salvatore Parascand, Margaret A Micholls, Ramona A Saunders, Doreen V Bowles, Marilyn G Pillot, Marcia J Weiner, Eleanor V Waisome, Minnie Thomas, Joseph F Herzog, Francena O Sims, Sandra R Ross, Lillie A Barnes, Rose Speal, Myrtle E Johnson, Doris B Wheeler, Bernice A Tabron, Lucretia A Destasio, Earline Ford, Mamie Jones, Edna M Barr, Phyllis R Hailstock, Faye Abramowitz, Enid E Richardson, Vincentia Becker, Theresa C Bagutzki, Gladys E Thomas, Mae Pollack, Marjorie E Settles, Mae Trattler, Marie E Johnson, Mildred Baron, Margaret E Jones, Nora P Profit.

1120 Stella Herman, Esther Dublet, Carmela C Puglia, Luis A Innis, Stella H Pons, Mary A Kubilus, Melvin J Parker, Jerome Fromme, Diane M Smalls, Edna M Meighan, Mary Horton, Selma G Bradley, Cora L Zaky, Conchita Rosado, Beatrice Greenberg, Georgia B Reed, Doris L Schweider, Ruth U Friedman, Patricia F Burke, Josephine Matteo, Mae L O'Neill, Rosetta Thomas, Louise E Bazzell, Velma I Rivera, Ermine Johnson, Sallie F Grady, Blondina Landrum, Doreen F Jones, Mabel I Woodson, Gayle M Williams, Elizabeth Muller, Frances C Wilson, Eliza Nash, Ella L Johnson, Sylvia J Vick, Edna G Holland, Marida L Litman, Ann Rost Jerry Lienberg, Henrietta Segall.

1160 Rhoda Goldenberg, Vivian Fine, Fay G Pinkett, Beverly E Bennett, Ruth Goldberg, Eddie D Barrett, Esther Tutnauer, Frances G Guerin, Helen M Hayne, Beverly A Whitley, Jennie W Blackwell, Lillian B Alexander, Lillian D Owens Juanita Maldon, Shirley A Moore, Clara Re-

tig, Regina Frohlich, Bella Sarch, Gayle E Wiggins, Eleanor B McCrea, Andrew L Fleming, Adele W King, Iradell Moore, Juanita Francis, Frances R McDonald, Ethel T Stallworth, Catherine Nunez, Anne Inantolino, Olga Scanlon, Ida Fischkin, Santiago Mudry, Nilda Valderrama, Margaret L Dunton, Gloria M Tubridy, Candace E Hueston, Marilyn R Foster, Goldie Ritter, Beatrice Woods, Bernice E Davis, Sarah Lindenbauer.

1200 Alice M Crane, Ruth A Dwyer, Cynthia A Warren, Rose M Anderson, Alexander Tiffinger, Delcenia Davis, Avernell C Lewis, Muriel N Polgreen, Gloria A Stroud, Laverne J Washington, Dolores Pack, Adele M Dorfman, Iris Kirschner, Leonard I Cohen, Alexandra Wladessa, Velma M Bazil, Benjamin F Richards, Mildred M Yancy, Ruth S Quarles, Fannie Sicular, Muriel L Aliberti, Margaret H Howard, Jeanne Bennett, Lenore G Brangman, Bertreann Chambers, Doris E Brady, Marietta L Guerrant, Edward astell, Dominga F Slater, Millie A Albanese, Donna R Jones, Ruth M Hightower, Anna B Pushkin, Nancy V Dow, Anne W Kelly, Morton Aronson, Helen Meyer, Celyon C Faucette, Patty Kellum, Silvestro Messina.

1240 Beatrice Sterzer, Barbara Baughan, Monica R Giella, Lois B Bonneau, William D McLane, Agnes Ramsey, eatrice Shimons, Elizabeth McDowell, Thelma L Jenkins, Muriel A Taylor, Dorothea C Callender, Ida E Smith, Evaristo Perez, Pearl R Kurke, Margaret P Macken, Rachel L Herman, Vivian V Hunt, Lena Rosenberg, Lottie Sussman, Bobbie J Worley, Elinor Davis, Juanita Pinerio, Catherine Scull, Alice L Lynch, Anne Schlachter, Lillian Garber Edith Guthrie, Leona Nass, Jack Schaefer, Marsha R Levy, Sara Latman, Miriam Goldman, Rose B Weinstein, Lillian L Ross, James L Mcrae, Sylvia Golden, Renee Needleman, Rose Kalas, Teresa A Chimenti.

1280 Lynda A Rogers, Mollie Hendler, Kathleen A Walker, Edlar L Hull, Marilyn E Williams, Josephine Burton, Janice C Chemeauy, Alice Vanbrackle, Gloria E Hinds, Hornrette Thomas, Evelyn H Herbert, Helen Lustigman, Nora L Lewis, Christina Holmes, Beatrice Weisberg, Anna L Lock, William Vazquez, Dorothy E Banks, Matilda J Trontz, Eileen B Hebron, Anastasia Malloy, Frank Suckerman, Rosalind Weinberg, Eugenia R Fields, Brenda L McGlone, Annette J Gerace, Gussie Boxer, Janet Thomas, Patricia Hawkins, Irene Siegel, Sherman Rappaport, Elvira Delsavio, Norma L Staten, Mae G Barcus, Beulah Goldstein, Vivian Rosey, Ana Sanchez, Yetta Fox, Sara Beitchman, Dolores McNeil.

1320 Esther L Perlstein, Tonita Gee, Harriet Windt, Phyllis B Rothman, Grace Curro, Rosa A Poindexter, Ruth Schwartz, Rachel Palmore, Zelta Lawler, Sarah Taylor, Hilda E Kirby, Maryann Arlia, Marie V Constanza, Brenda Russo, Lila Jeffrey, Dora G Levinson, Gloria R Velasco, June Parks, Ruby Jones, Jeanette Nitzberg, essie L Smalls, Millicent Frye, Ruth R Schulman, Diane B Seifert, Beatriz Viruet, Freda Niloff, Deloris Hunt, Sophie Davidson, Jannie S Roach, Kathlyn Klein, Joyce J Jones, Frieda Kaminsky, Evelyn A Levine, Carrie Friedman, Marcia E Isadore, Gertrude Honig, Carol A Lee, Fay R Schenck, Gene

Runes, Rudolph A Johnson.

1360 Arleen H Goldwitz, Rose Bell, Petra J Murray, Helen Eichelbaum, Mildred L Greene, Georgiana Harley, Kenneth H Marshall, Leon Taylor, Josefita V Forestier, Mary A Burgess, Bessie Davidson, Norma F Bobe, Lula M Dupree, Dolores Richardson, Doris P Taylor, Esseline E Crawford, Janet P Silverman, Angel A Diaz, Anna L Smith, Evelyn H Logan, Henriette Blenman, Doris E Burnham, Rose Werzer, Shirley Goodman, Edward Grier, James Wade, Edith M Martini, Joyce J Gilliard, Gertrude Meshel, Patricia M Demaria, Mary L Davis, Mildred G Arrow, Christene Brock, Cornelius Bartley, Lillian Ceder, Mildred C Terr, Euzelia J Dawson, Elizabeth Schuyler, Anna Adler, Shirley K Mason.

1400 Lovetha Williams, Rose M Simonowitz, Inez Tuitt, Edith R Pedro, Beryl Y Woods, Nettie Lews, Lura C Gonzalez, Florence E Taylor, Leslie Bailey, Elsie Kolk, Abraham Sherbal, Carlton D Moore, Irene Vandunk, Sara R Lomonaco, Earline R Kennedy, Casandra D Gadson, Cynthia M Smith, Anne Krochmal, Edith Becker, Patricia lands, Ann M Goldkrantz, Madelyne Marshall, Ruth Lewis, Linda C Ford, Milton H Aashby, Susie M Smith, Alan G Guberman, Nathan H Maccoby, Myrtle R Surles, Lloyd C Dukes, Catherine Sowell, Omega I James, Clara L Dunn, Edith A Harris, Elizabeth Brown, Dolores Lewis, Bernice S Thomas, Anna R Johnson, Mary E Mayclim, Celia Schnitzer.

1440 Olive S Tardov, Rose Becker, Sadie G Hinton, Carmela M Miscione, Sylvia M Yarrell, Stella E Silverman, Flory L Rivera, Joanne S Aquino, Donna M Rapuzzi, Florence Sorokin, Grace E Garrison, Clade Johnson, Sarah Steinberg, Carmen Montalvo, Ann S McClenton, Sandra B Pearson, Annie M Whidbee, Sandra D Bonas, Lena I Miller, Eula Grant, Nora Tolson, Frances S Valenza, Patricia A Eldridge Virginia D Lee, Lelar M Daniel, Beulah M Ingram, Florence K Jayson, Mozelle Hendricks, Elaine H Chinsue, Inez P London, Mary E Young, Florence E Harper, Helen H Tyler, Anna Q Webb, Ida B Patrick, Ruby I Bosler, Mary R McGee, Jacqueline Reaves, Alice A Davis, Mamie Gilliam.

1480 Jean Brauer, Lillie M Ray, Marie Wilkinson, Beverly Dickerson, Miriam F Kincaid, Carmen V Nerette, Evelyn I Smith, Mary Boxer, Mary K Keaney, Gloria D Chapman, Wilma J Treadwell, Minnie Tomlin, Joann Riley, Cora Haigler, Ada R Jones, Rita Meisler, Constance Fisher, Elsa M Rodriguez, Grace L Seabrook, Janet Paisner.

1500 Iris M Leath, Helen F Silver, Rose Overton, Barbara Robinson, Fay Glickman, Marcia J Sherman, Betty T Gutman, Mary C Regis, Catherine Martinez, Rosemary I Burt, Ida M Poinsette, Rose M Settanni, Marilyn R Stapleton, Ana L Muse, Mary C Connors, Dolores Biggett, James T Lewis, Sylvia Feuer, Carolyn R Walker, Barbara S McKelvey, Helen M Miller, Betty J McMillin, Francine E Whetstone, Aquilla Williams, Dolores E Wiilams, Margaret J Loughman, Elaine Ratner, Christiann Eysel, Catherine Ingram, Bertha Waldman, Evelyn L Foster, Sarah A Daughtry, Ruby Hodge, Esteban Negron, Grace

V Dillard, Peggie A Robinson, Belle N Needleman, Delores L Jackson, Gertrude Kolett, Sy-delle Elyakin.

1540 Rhoda R Kelman, O Sidney Debourg, Deloris I Jackson, Miriam Rodriguez, Beverly M Brewer, Margarst Stamm, Charles Alpert, Mary L Liverman, Martha Stalling, Mary A Korner, Rose Schwartz, Vera M Davis, Berta Pam, Claret F Burton, Eva P Leavitt, Christine Hilliarl, Emilia W KKelly, Helen M Smith, Ronald Harris, Muriel F Bibuld, Doris Mann, Pearl Ferst, Linda J Reid, Robert E Fitzmaurice, Gregory J Cioffi, Lawrence Ephraim, Cecilia Huff, Sarah Zaretsky, Iver Bass, Elsie Ithier, Paula C Gaby, Betty L Appel, Yvonne Greene, Harriet Lyons, Rose Kozak, Carmen A George, Cynthia B Braithwaite, Tillie Weiner, Carl F Kling, Betty A Quashie.

1580 Sadie Jacobs, Joyce Armstead, Anna Zona, Claudine Moehead, Mary C Edwards, Delmar M Wilson, Fitzhugh D Jones, Margaret L Davis, Lucille B oJohnson, Valearia J Mann, Joann Smith, Nicholas F Spano, Emma Polansky, Pauline J Smith, Edith Poster, Jean A Milliar, Joseph D Dunbar, Richard L Anderson Bernice Sanders, JoanW Young, Sojourner Knight, Margaret A Warner, Eleanor V Callenler, Pearl Rabinowitz, Margaret D Markson, Sadie Fast, Lillian E James, Gaynell M Barrett, Wilhelmena Raikes, Josephine Marthens, Sandra E Boyd, Vincenza M Guarino, Sylvia A Hill, Sarah M Murdaugh, Roselyne Tyner, Olga N Griffith, Evelyn Ares, Laura E Silva, Kay F Thompson, Jane Tauben.

1620 Winifred V Abreu, Esther D Coppedege, Sylvia E Colon, Gladys Miller, Bernice Anderson, Catherine Wheeler, Rose Towbar, Muriel Catlett, Roberta S Jackman, Joan Litvinoff, Mary E Remley, Bernice Blake, Patricia A Cunningham, Earl J Daley, Anna Podaski, Adele Locke, Concetta Melluzzo, Miriam R Fladell, Hazel Goodwin, Faye J Guinn, Tillie Ater, Louis C Singleton, E Joyce Cummings, Vernon A Owens, Sandra J Gorton, Winifred A Turner, Arlene Johnson, Carmen Pressner, Yvonne H Chapman, Ruth M Davis, Judith E Johnson, Gertrude Coote, Dolores E Reid, Frank J Dambra, Joseph Y Dowling, Juanita Smith, Ethel Sussman, Angela F Romeo, Roslyn Reichenberg, Evelyn Gissendaner.

1660 Bernice White, Hazel M White, Marguerite Harrison, Peggy A Cheatham, Dorothy Gerbush, Ann T Toupin, Beatrice Glazer, Laura Stangelo, Alma A Crawford, Gilbert Thomas, Mildred D Hardy, heresa V Battaglia, Edna Iskra, Berthenla Taylor, Dorothea H Fuhrman, Dana D Mays, Sarah Bandler, Barbara J McLeod, Lourdes Garcia, Esther Friedman, Orrie C Gibson, Josephine Walker, Carlos Rodriguez, Saverio J Cosola, Erma J Solomon, Elsie Quallenberg, Lucille E Davis, Blanche T Barr, Ann Ravilson, Evelyn M Johnson, William J Bond, Diomedes T Cuevas, Eileen S Allen, Damaris E Torres, Helen Rosenthal Aurora Cintron, Rhoda L Silberman, Olga G ensen, Elsa W Bergland, Mary E Adams.

1700 Audrey P Peterkofsky, Maureen E Flynn, Ivy E Noren, Leonora E Cuffey, Bernice Wallace, Sarah S Doscher, Sarah T Rosenberg, Harry Frankel, Mary F Lambert, Maxine Brown, An-

drea A Morton, Pauline D Moore, Octavio Alvarez, Roselyn W Schwartz, Laura A Skinner, John B Letman, Alberta F Kerner, Geraldine Webster, Judith Rosen, Florence Giardino, Rose Trachtenberg, Barbara A Johnson, Agnes L Peteroy, Frederick Pfriendler, Barbara Murray, Edith M Dyer, Katherine Combs, Nina McBean, Betty G Baillie, Frances Cartisano, Betty A Davis, Hattie E Blount, Rose Renner, Inez A Reed, Deloris J Tyson, Joyce P Reynolls, Marie L Fleming, Mary Slott, Evelyn S Boyd, Blanche P Siegel.

1740 Mar Capalbo, Joan Dullivan, Natividad Barredto, Esther L Best, Ruth E Hofard, Florence A Rux, Benjamin Bryant, Victoria L Moher, Harriet I Kleve, Eva Purisch, Josephine Oliva, Teresa G Wallace, Julia Gonzalez, Baryara E Anderson, Concetta Tatti, Dolores I Quinn, Concetta A Corso, Alma A Corso, Irene M Sheard, Ellen Burns, Brenda P Scott, Earnestine White, Pearl Diamond, Wallita D Barney, Lillian Finley, Gwendolyn Tilet, Michae P Garavente, Sylvia Katz, Annie T Nanton, Margaret V Gilbert, Audrey D Aikens, Margaret C Nonwickl, Roseann C Santorelli, Alice Mejias, Edna Merzberg, Constantia Carmen, Beatrice E Delgalo, Pauline Moskowitz, Shirley J Gersten, Charles A Yates..

1780 Louis Denner, Dauphine Buggs, Vera I Grant, Ruth Kaplan, Anne Shapiro, Ann Usef, Florence E Doyle, Catherine Laudicina, Eileen M Heckendorn, William Reaves, Patricia Freeman, Lillian T Nicholson, Carolyn C Bennett, Lillian Cooperman, Sarah J Praleau, Bernice Graves, Geraldine Costanzo, Edith F Sperling, Ida Super, Esperanza Rodriguez, Leah B Leibman, Ada C Rouse, Estelle Pessin, Kay V Sims, Balbara A Samuels, Carol A Haynes, Frances Sperber, John L Inniss, Catherine Clark, Eugene Alston, Dianne E Ward, Desdemona Degarcia, Ora C Wilson, Ray Rosenberg, Bertha Maurer, Ellen L Sheehan, Dolletha H Edwalds, Hazel V Barnett, Rose Trinidad, Paul Allamby.

1820 Gloria C Mondesire, Mildred A Kaalund, Annette S Bernstein, Doris O Skinner, Gettrude Horvitz, Wynona Palsky, Allie R Berry, Blanche B Wesalo, Mary M Jones, Katherine Eason, Mary E Wilson, Yvonne J Cannon, Queen E Smith, Carolyn M Cowles, Mortimer G Jacobs, Faith S Wortman, Dorothy Friedman, Gertrude Cohen, Natalie G Milt, Lillian R Newman, Innocencia Serafini, Adele H Cleaves, Rrances Kesler, Francine E Rouse, Lorrian L Bolton, Brenda McSeal, Olga G Hicks, Mary oJnes, Anna M Paplta, Evelyn White, Lula M Vaughn, Curley E Foster, Thelma R Council, Edna Mitchell, Josephine Testa, Dorothy L Hale, Jean A Wilson, Florence Berliner, Lorraine Friday, Virginia Young.

(To Be Continued)

Consumer Advocate

Consumer Affairs Commissioner Bess Meyerson Grant has announced the appointment of Philip G. Schrag as consumer advocate. Schrag, 27, has been assistant counsel of the National Assn. for the Advancement of Colored Peoples' Legal Defense and Education Fund.

Practical Test

A practical examination was given to 92 candidates for plumber's helper with the City of New York recently.

The Job Market

By BARRY LEE COYNE

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

A public utility has openings for cable splicers, installers, framemen, linemen and repairmen. All jobs require use of hand tools and manual dexterity. Applicants must pass a company test. The pay is \$89.50 per week. . . Also wanted are experience platen die cut pressmen and feeders for the printing industry in jobs paying \$85 to \$100 a week. . . Upholsterers experienced on new furniture or reupholstery work can get jobs paying from \$3.00 to \$4.50 an hour. . . There are a number of jobs for beginners in shipping department to learn to pack, ship, and fill orders. The pay is \$70 to \$75 a week. . . The need for material handlers in shipping department also continues. Must be able to move merchandise, pack and deliver by hand or hand truck occasionally. Experience in the garment industry is usually required. The pay range is from \$75 to \$85 a week. . . Apply at the Manhattan Industrial Placement Office, 255 West 54th Street, Manhattan.

In Brooklyn there are openings for tool and die makers able to set up and operate all machine tools. The pay is from \$3.50 to \$4.25 an hour. . . There are a few openings for injection molders to be trained in molding plastics at \$1.80 per hour. . . Also wanted are experienced ship fitters able to read blue prints. Includes laying out plates, bulkhead and frames. Must pass physical examination. The pay is \$3.72 an hour. . . There are various openings for foremen to supervise groups of workers. The pay range is \$125 to \$150 a week. . . There are openings for plumbers to work on jobbing and alterations with their own tools. The pay is from \$3.00 to \$4.00 an hour. . . Also needed are truck mechanics to do all around repairs. Must have own tools and driver's license. The pay is \$120 to \$150 a week. . . Apply at the Brooklyn Industrial Office, 250 Schermerhorn Street, Brooklyn.

On Staten Island, employers have jobs for cashiers to work at check-out counters and supermarkets. The pay is \$1.65 and up depending on experience. . . Experienced auto mechanics with their own tools are wanted in jobs paying up to \$150 a week. . . Stenographers with good skills and legal experience can get jobs downtown Manhattan paying up to \$150 a week. . . Also typists can get up to \$110 a week. . . There are openings for staff nurses for the professional care of patients at a salary of \$38 a day. . . Several psychiatric attendants can be trained for jobs caring for the mentally retarded. The pay is \$97 a week. . . Also nursing aids are wanted to assist in patient care in a Government hospital. The salary is \$83 to \$94 a week, depending on experience. . . Apply at the Staten Island Placement Office, 25 Hyatt Street, St. George, Staten Island.

There are many openings for public accountants with a minimum of 20 credits through a 4

year degree in accounting. Experience required from Junior to Supervisory senior level. There are some job openings for inexperienced college students who meet educational requirements. Jobs are available with small to medium sized firms. The salary range is from \$5,200 to \$15,000 a year depending on experience. . . There are also openings for medical lab technicians who have a New York City license as technologists. The salary range is from \$130 to \$200 a week. . . Physical therapists for graduates of an acceptable school of physical therapy and who have a New York State license can fill positions paying from \$8,000 to \$15,000 a year. . . Experienced case workers with a Master's degree in social work and at least one year experience are wanted for positions paying \$8,000 a year. Higher salaries are paid for those with additional experience. . . Paste-up & mechanical artists are needed in positions with at least one year recent experience and show good samples. The salary range is \$100 to \$125 a week. Higher salaries for additional experience. . . Apply at the Professional Placement Center, 444 Madison Avenue, Manhattan.

Diploma & Driver's License 600 Sought For Secret Service; Age Standard Put At 21 To 29

A plethora of posts—600, to be precise—awaits a corps of young men who qualify for the United States Secret Service in Washington, D.C.

Those successfully meeting the intensive screening will be assigned to law enforcement and security details as part of the newly-launched Executive Protective Service.

Requisite age level now stands at 21 through 29, and the nature of the responsibilities limits these posts to males only. Basic standards ask that applicants be U.S. citizens and possess a high school diploma, driver's license, and meet specific physical/medical criteria.

Such criteria call for being from 5-foot-9 to 6-foot-4 with weight in proportion to height, having 20/40 vision in each eye, and having the capacity to pass a rigid physical exam. Those appointed will receive \$8,000 per annum plus many fringe benefits.

As a member of the Executive Protective Service, successful candidates will protect the White House in Washington, D.C., buildings in which presidential offices are located, the President and his immediate family, and foreign diplomatic missions located in the District of Columbia metropolitan area. Fringe benefits include college

Analyst Examination

A technical-oral exam was given to 18 candidates for computer systems analyst with New York City recently.

Latter Post Starts At \$9,499

Police Trainee, Also Patrolman Titles Slated On Coming Exams; Today Ends Application Period

Applicants interested in making entries for either police trainee or patrolman with the City of New York, both of which have no experience and limited other requirements, had better hurry. Filing period is set to terminate today, April 21, at the 5 p.m. deadline.

Numerous vacancies need eligible men—for the trainee titles, those between 16 and 21, and for the full patrolman post, males up through the age of 29. Appointments made on the basis of upcoming exams, written and medical, will result in the successful candidates being subjected to comprehensive training to be comprised of human relations skills, investigative techniques, apprehension and also arrest procedures, proper use of firearms, and other skills appropriate to the varied situations likely to be encountered on patrol.

Patrolman salary starts at \$9,499 and reaches \$10,950 after three years. Police trainees, under a new pact negotiated by the Patrolman's Benevolent Assn., will receive \$5,800 to start and will be granted increases to \$6,760 in annual increments.

Basic requirements are a high school education or equivalent, U.S. citizenship at the time of appointment, and physical standards

Sanitman Exam

A medical and competitive physical examination was taken by 1,500 candidates for sanitation man with the City of New York recently.

of five feet seven inches in height, weight in proportion to height, and 20/30 vision in each eye separately without glasses.

Residency must be in New York City, Nassau, Suffolk, Orange, Rockland, Westchester or Putnam Counties at the time of appointment.

To take the exam candidates must be between 16 and 29 years old. Veterans may deduct up to six years armed forces service from their actual age. Persons between the age of 17 and 21 will be appointed trainee, and

those 21 and over will be certified as probationary patrolmen. After one year of probationary status the latter will become regular patrolmen.

A written test, weighted one hundred percent with a passing of 75 will be given. Candidates who pass this test will be required to take a medical and physical test and a character examination before appointment.

For further information and applications go to the Application Section of the Department of Personnel, 49 Thomas St., Manhattan.

TEST AND LIST PROGRESS—N. Y. C.

NEW CERTIFICATIONS

Title	Date Certified	Last No. Certified
Administrative asst. (HSA-DH), prom., 5 certified, April 6	5	54
Administrative asst. (BT), prom., 9 certified, April 6	9	13
Administrative associate (EDA), prom., 4 certified, April 7	4	4
Administrative associate (EPA-DS), prom., 4 certified, April 7	4	16
Assessor (FA), prom., 6 certified, April 6	6	14
Asst. station supervisor (BT), prom., 11 certified, April 7	11	205
Asst. superintendent (buses & shops) (BT), prom., 3 certified, April 15	3	7
Auto machinist, 11 certified, April 10	11	11
Automotive serviceman, 28 certified, April 14	28	280
Captain (ferry) (DD), prom., 3 certified, April 10	3	6
Chemist, 24 certified, April 8	24	41
Civil engineer, gr. 5, (WB-design), prom., 1 certified, April 15	1	1
Civil engineer, gr. 5, (WB-research), prom., 1 certified, April 15	1	1
Computer programming trainee, 16 certified, April 7	16	112
Computer systems analyst trainee, 16 certified, April 14	16	16
Construction inspector, 1 certified, April 8	1	168.5
Correction officer, 5 certified, April 10	5	313
Deckhand, 15 certified, April 13	15	92
Electrical engineer, 3 certified, April 6	3	16
Fingerprint technician trainee, 10 certified, April 6	10	485
Fingerprint technician trainee, 5 certified, April 13	5	469
Foreman auto mechanic (PD), prom., 6 certified, April 9	6	11
Foreman of housing caretakers, prom., 4 certified, April 14	4	46
General park foreman (PCA), prom., 11 certified, April 9	11	48
Housing patrolman, 500 certified, April 15	500	969
Hospital security officer, 6 certified, April 6	6	36.5
Industry mobilization chief (Civil Defense), 6 certified, April 10	6	75
Maintainer's helper, gr. D, 8 certified, April 8	8	1545
Maintenance man, 7 certified, April 8	7	2260
Maintenance man, 19 certified, April 8	19	2288
Mate (DD), prom., 3 certified, April 7	3	4
Motor vehicle operator, 14 certified, April 7	14	949
Motor vehicle operator, 11 certified, April 13	11	689
Sr. assessor (FA), prom., 3 certified, April 24	3	10
Sr. housing cashier (HA), prom., 1 certified, April 10	1	19
Sr. storekeeper (MSA-CP), prom., 2 certified, April 14	2	5
Stockman (MSA), prom., 4 certified, April 8	4	2
Storekeeper (MSA-CP), prom., 2 certified, April 13	2	2
Supervising clerk (HDA), prom., 3 certified, April 7	3	63
Supervising clerk (HDA), prom., 8 certified, April 7	8	122
Supervising clerk (HSA-DH), prom., 21 certified, April 10	21	73
Supervising stenographer (DC), prom., 2 certified, April 8	2	2

OLD CERTIFICATIONS

Administrative asst. prom., 6 certified, April 6	6	920
Asst. building custodian, 1 certified, April 1	1	10
Asst. electrical engineer, 1 certified, March 26	1	1
Asst. electrical engineer, gr. 1, 1 certified, March 26	1	3
Asst. electrical engineer, gr. 3, 2 certified, March 26	2	2
Asst. electrical engineer, gr. 4, 1 certified, March 26	1	1
Asst. electrical engineer, gr. 5, 1 certified, March 26	1	1
Asst. electrical engineer, gr. 6, 5 certified, March 26	5	5
Asst. electrical engineer, gr. 7, 3 certified, March 26	3	3
Asst. electrical engineer, gr. 8, 1 certified, March 26	1	1
Asst. electrical engineer, gr. 9, 1 certified, March 26	1	1
Asst. electrical engineer, gr. 10, 1 certified, March 26	1	1
Asst. electrical engineer, gr. 11, 1 certified, March 26	1	1
Asst. electrical engineer, gr. 12, 1 certified, March 26	1	1
Asst. electrical engineer, gr. 13, 3 certified, March 26	3	3
Asst. electrical engineer, gr. 14, 3 certified, March 26	3	3
Asst. electrical engineer, gr. 15, 2 certified, March 26	2	2
Asst. mechanical engineer, gr. 10, 1 certified, March 26	1	2
Asst. mechanical engineer, gr. 15, 1 certified, March 26	1	2
Asst. mechanical engineer, gr. 16, 1 certified, March 26	1	1
Asst. mechanical engineer, gr. 17, 1 certified, March 26	1	2
Asst. mechanical engineer, gr. 22, 1 certified, March 26	1	7
Asst. mechanical engineer, gr. 23, 1 certified, March 26	1	7
Asst. mechanical engineer, gr. 24, 6 certified, March 26	6	6
Attorney trainee, 18 certified, March 31	18	117
Buyer, 7 certified, April 6	7	40
Civil engineer, gr. 6, prom., 1 certified, April 1	1	1
Civil engineer, gr. 5, (BT) (engineering), prom., 4 certified, March 31	4	2
Civil engineer, gr. 3, (HW), prom., 2 certified, April 1	2	4
Civil engineer, gr. 5, (HW), prom., 3 certified, April 1	3	3
Cleaner (women), 27 certified, April 3	27	1100
Electrical engineer (RR signals), 6 certified, March 30	6	95
Engineering technician trainee, 19 certified, April 1	19	960
Motor vehicle operator, 27 certified, March 31	27	74
Parking enforcement agent, gr. 1, 16 certified, April 6	16	84
Pharmacist, gr. 1, 4 certified, April 2	4	73
Pharmacist, gr. 2, 24 certified, April 2	24	27
Photographer, 3 certified, April 3	3	1
Radio operator, 1 certified, March 26	1	1
Rehabilitation counselor, gr. 1-15, 17 certified, April 1	17	7
Research asst., 3 certified, April 6	3	4
Research asst. (youth activities), 4 certified, March 30	4	5386.5
Sanitation man, spec. mi., 8 certified, March 26	8	5658
Sanitation man, 70 certified, March 26	70	25
Sr. building custodian (MSA-PW), prom., 1 certified, April 2	1	4
Sr. consultant (MH), 4 certified, March 30	4	19
Sr. engineering technician, 1 certified, March 26	1	26
Sr. engineering technician, gr. 2, 1 certified, March 26	1	23
Sr. engineering technician, gr. 3, 19 certified, March 26	19	715
Sr. planner, 1 certified, March 26	1	37
Stenographer (law), 8 certified, April 2	8	9
Supervising clerk (DC), prom., 2 certified, March 30	2	14
Supervising home economist (WD), prom., 4 certified, March 26	4	31
Supervising stenographer (HSA-HD), prom., 1 certified, March 30	1	3275
Surface line operator, spec. mi., 1 certified, April 3	1	995
Telephone operator, 41 certified, April 3	41	

Onondaga To Test For Five Titles

Examinations for five titles are slated for June 6 by Onondaga County, and filing for the exams will continue through May 6.

The jobs are: stock clerk, at \$4,410 to \$5,555 and \$4,865 to \$6,155; stockkeeper-storekeeper, at \$5,510 to \$6,800 and \$5,851 to \$7,372; housing inspector I, at \$5,915 to \$7,205; housing inspector II, at \$6,235 to \$7,525; and building inspector I, at \$8,250.

For applications and further information on any of these jobs, write to the Onondaga County Department of Personnel, 204 Public Safety Building, Syracuse.

Three Candidates

Three candidates took the City's practical exam for program production assistant (radio) recently.

Weeklong Walk-In Exams Kept To Spur Recruiting Federal Agency Typists

Vigorous recruitment is being waged to add more typists to the roster of various Federal agencies in New York City. The means to achieve this goal, moreover, is a series of walk-in tests administered week-long, include Saturdays, which result in rapid hiring. Salaries below have been increased by six percent.

In addition to the tremendous void in typist staff, a significant number of stenographers are likewise being sought. Testing, while differing with the job being pursued, is also conducted with the same frequency. Most openings are situated in Manhattan, many adjacent to the City Hall.

Testing occurs Mondays through Fridays on a 9 to 3 regimen. Saturday exams, also on a walk-in basis requiring no prior appointment, ends at 1 p.m.

Actual location of testing is Room 2900 of the Federal Building, opposite the Foley Sq. Federal Courthouse. Subway routes with a station adjacent to City Hall supply easy access to candidates.

Since, the extent of personnel needed in these titles is of major proportions, probability points you to virtually selecting your own agency, contingent on their immediate needs. This one exam is the source of recruitment for three levels of employment—GS-2, GS-3, and GS-4. For the first two ranks, annual wages are initially \$4,360 and \$4,917. The most experienced or proficient class, GS-4, will be earning \$5,522 from the start. But in all cases, appointment brings benefits insofar as fringes and frequent opportunities to apply for promotional exams. Increments are also available for satisfactory service.

For typist GS-2 or stenographer

GS-3 successful completion of a four-year high school course or six months of appropriate experience is required. For typist GS-3 or stenographer GS-4 successful completion of one academic year of substantially full-time study in a resident school above the high school level or one year of experience qualifies.

For further information call the Federal Job Information Center at 264-0422.

erstanding written instructions and safety regulations.

Railroad porters clean, sweep and wash subway and elevated stations, relieve railroad clerks when necessary, and perform related duties.

The Department of Personnel reports that vacancies exist in all boroughs.

Street Club Jobs

(Continued from Page 5)

with anti-social groups; one year of education in a course leading to a Master of Social Work degree; or a master's degree in psychology, education, educational psychology, guidance, criminology, sociology, or human relations.

No written test is required, training and experience will be weighted one hundred percent.

For further information and an application contact the Department of Personnel, 49 Thomas St., Manhattan.

Engineer Promotion Test

A written exam was given to 227 candidates for promotion to assistant civil engineer with the City of New York recently.

Porter Positions Deadline Today

Many entrants are expected to file and beat today's deadline—April 21—for the City porter positions now open. These jobs require no special training or background, and the place to file is the Dept. of Personnel, 49 Thomas St., near City Hall in Manhattan. Office doors shut down at 5 p.m.

There are no formal educational or experience requirements for the \$3.58 to \$3.68 per hour jobs. A written test has been tentatively scheduled for May 16, and it will include questions or written English, arithmetic problems, and und-

Television

(Continued from Page 6)

fresher course for nurses.

4:00 p.m. (color)—Around the Clock—New York City Police Department training series.

7:00 p.m. (color)—Around the Clock—"Crime Scene Tactics." New York City Police Department training series.

7:30 p.m. (color)—On the Job—New York City Fire Department training series.

Friday, May 1

9:30 a.m. (color)—Around the Clock—New York City Police Department training series.

1:30 p.m. (color)—Around the Clock—New York City Police Department training series.

4:00 p.m. (color)—Around the Clock—New York City Police Department training series.

7:00 p.m.—Registered Nurse—"The Nurse of the Future." Lesson 8.

Saturday, May 2

5:00 p.m.—Registered Nurse—"The Nurse of the Future." Lesson 8.

7:30 p.m. (color)—On the Job—New York City Fire Department training series.

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Nine Titles Open

Federal Traineeships Ask No Education, Experience

Federal civil service career opportunities for worker traineeships are once again open — jobs which, according to Announcement No. NY-8-44, "do not require specific education, training or length of experience."

The only evidence you must provide to apply for one of the nine trainee titles, declares Uncle Sam, is "that you are a reliable worker and are physically able to do the work of these positions." Representative of the openings you can obtain under the Worker Trainee Program are these: clerk, laborer, warehouseman, printing plant worker, grounds maintenance worker, laundry worker, animal caretaker, food service worker and housekeeper. Job descriptions appear later in this article.

To tackle these traineeships, you must be over 18 years old unless you're a high school grad or have been enrolled in a form-

al job-training program. A new scale of starting salaries have just been given congressional approval, increasing by six percent the old rates ranging from \$1.70 to \$3 per hour.

Locations take in all five boroughs of New York City, and a Geographical Availability Sheet to be filed with the job application form lets you select your preferential areas. Among locales listed in Brooklyn, for example, are the Fort Hamilton military post, VA Hospital at 800 Poly Place, Downtown Brooklyn, and the areas of

Third Ave. & 29th St. and First Ave. & 58th St. Queens locales include Rego Park, Kennedy Airport, the Naval Hospital in St. Albans, and Long Island City.

How Do You Apply?

Request the application form and availability form NY-LAB-228 from the Federal Job Information Center/Interagency Board of C.S. Examiners, care of the Federal Bldg., 26 Federal Plaza, New York 10007. You can also obtain these forms from the main borough post offices throughout New York City. Bear in mind that only one set of forms is necessary even though you may be applying for more than one of the positions covered by the announcement.

Note, too, that some jobs will be offered to veterans before non-veterans; therefore, you must submit Standard Form 15 with proof if you are claiming 10 point veteran preference.

What Kind Of Jobs?

Now, about the jobs—here are some examples of the work you may do:

- **CLERK:** File papers, type, operate a key punch machine and operate a reproducing machine.
- **LABORER:** Carry, load and unload materials, clean tools, move heavy objects, sweep and dust.
- **WAREHOUSEMAN:** Receive, store, issue and ship supplies and equipment.
- **PRINTING PLANT WORKER:** Handle printing paper, printing plates and forms. You may also operate various kinds of printing and reproducing machines.
- **GROUNDS MAINTENANCE WORKER:** Responsible for the care of roads and grounds, mix cement; water, cut and plant grass.
- **LAUNDRY WORKER:** Work in a hospital. You may receive, sort, mark, mend, and stack clothes and linen. Also operate large equipment such as washing and drying machines, steam presses.
- **ANIMAL CARETAKER:** Take care of animals that are to be used in scientific research, feed, clean and exercise the animals.
- **FOOD SERVICE WORKER:** Assist in the preparation of food for cooking and baking; serve food to patients, set and clean dining room tables and keep the kitchens and equipment clean, working in a hospital.
- **HOUSEKEEPER:** Clean offices, hallways, rest rooms, blinds and windows, dust furniture, polish bras, wax and polish floors.

Commerce Promotion

ALBANY—Phyllis Mackin has received a non-competitive promotion as supervisor of commerce accounts in the State Commerce Department.

many areas in this City where the firehouse is the hub of the community and people bring their problems to be solved even as the little kids bring their broken toys to their favorite firefighter for fixing. When the stork comes early, it's the firehouse where they run for help, too! And they get it!

This firefighter is a real special breed. He is a member of a very exclusive club in which the dues are the highest in the world. Those dues consist of his placing his life on the line, to be held in escrow until fate elects to pick up the option which she does by destroying him. As evidenced in the fire at Panther headquarters a week ago Sunday, this fellow the Fire Officer is not a "GET IN THERE" kind of guy . . . he is strictly a "COME FOLLOW ME" kind of guy because the 28 men who were buried or otherwise injured contained a proportionate number of officers. The Fire Officer wouldn't have it otherwise.

A little one column box in a paper a few days ago proclaimed that "Police and Fire Advised to Arbitrate." That is the first time this writer ever heard of going to arbitration to arbitrate what has already be awarded to them by arbitration.

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

Illustrator, Office Manager Vacancies

Office managers and illustrators are being sought by Onondaga County at salaries of \$6,720 to \$8,010 and \$5,750 to \$7,220 respectively.

Filing for the illustrator posts ends April 27 and the test is slated for May 23. Apply until June 17 for the office manager jobs; testing is July 18.

For further information and an application contact the Onondaga County Department of Personnel, 204 Public Safety Building, Syracuse.

BUY U.S. BONDS

When one sees bold print headlines in a labor paper proclaiming that "Police and Fire Strike Seen Possible . . ." it makes this writer somewhat sick to the stomach because in a City like New York, which all too frequently takes glowing credit for possessing "The Greatest Fire Department in the World," there rests with the City Administration a profound obligation to keep that Fire Department great by playing fair with its members.

There is an old saying which one hears infrequently nowadays to the effect that one never appreciates what good things he had until he loses them. Five or six years ago who would ever have imagined that firefighters would be forced to spend thousands and thousands of dollars to prepare and present demonstrations of their work in order to get decent money and working conditions?

If anyone had told me ten years ago that the word "strike" would so much as enter the head of a firefighter, I would have told them they were stark raving mad! Today with his patience frayed and very near the breaking point, the firefighter is angry.

The average firefighter is a very honest and trusting man. When you are dealing with other people's lives and a large part of your job includes human compassion for people in trouble, you have to be kind hearted and trusting. The two go together like corned beef and cabbage.

Inasmuch as the officer leads and the men follow, let's take a look at this very special man, the fire officer. He is usually married with kids, has more than average intelligence and had to work like hell on his own time to prepare for the exam which made him an officer. He had to purchase mountains of books and pay for a training course which sometimes lasts as long as a year or more. Then, after promotion, one of his "rewards" is the privilege of roaming the five counties of the City, working with strangers, and worst of all, strange conditions firewise for a long period of time until he receives a permanent spot.

His knowledge must be vast! He must have a working knowledge of chemistry, building construction, electricity, first aid, the building code, the sanitary code and with the social situation as it is today in the high incidence areas in particular, he must be a peacemaker and a psychologist! There are

Westchester Needs Heating Mechanics

Westchester County will accept applications through Friday, April 24 for jobs as maintenance mechanic, grade one (heating plant), at a yearly salary of \$6,600 to \$8,280.

At present, there are two vacancies with the Department of Public Works.

Candidates must be high school graduates with four years of experience as a steam fireman, oiler, steamfitter or electrician, two of which must have been concerned with the operation of low-pressure boilers fueled with oil or coal.

For further information and an application contact the Westchester County Personnel Officer, County Office Building, White Plains.

Clinic Or Lab Setting

Health Career Occupations Offered In State Service — Experience Levels Differ

In excess of a dozen different health career occupations are currently available within State service, discloses the Dept. of Civil Service in inviting prospective applicants to investigate the various opportunities open for continuous filing.

While some specify college degrees and/or specialized background to be considered for candidacy, other titles indicate only limited schooling and little or no experience are ample to qualify. In many cases, additional on-the-job training and orientation will be provided.

Before filing an entry, applicants are asked to familiarize themselves with the full gamut of job requirements by studying the job bulletin, which can be acquired from any regional office of the Civil Service Dept. or the State Employment Service branches. This data details items like responsibilities of the title, likely job location and agency, and areas of promotional opportunity.

Potential Posts

Listed with the present starting pay level, subject to a raise totalling fourteen percent over the next year in two steps, are the health career positions involved. They include these titles: psychologist I, \$11,315; psychologist II, \$12,585; dental hygienist, \$6,115; laboratory technician, \$5,460; histology technician, \$5,775; senior public health educator, \$10,125; x-ray technician, \$5,775; x-ray technician (therapeutic), \$5,775; inhalation therapist, \$5,460; supervising nurse (psychiatric), \$9,130; medical specialist I, \$21,687; medical specialist II, \$25,312; medical specialist III, \$27,500; assistant clinical physician, \$18,240; clinical physician I, \$20,285; and clinical physician II, \$22,580.

License to practice will be necessary for the posts of dental hygienist, x-ray technologist, supervising nurse, medical specialist, and clinical physician.

Applicants for inhalation therapist must be eligible for registration with the American Assn. of Inhalation Therapists if they have treated patients. Graduate degrees are requisite for the posts of psychologist I and II, senior public health educator, and is among the training options to qualify for psychiatric supervising nurse.

These job offerings which concentrate on experience and training instead of college or graduate degrees include laboratory technician, x-ray technician, and inhalation therapist. Be certain to review the job bulletins carefully to get a more comprehensive picture of what is sought from persons who apply.

Retirements

ALBANY—Nine employees of the State Labor Department have retired. They are:

Benjamin Goldman, senior industrial investigator; John R. Dwyer, factory inspector; Agnes M. Mix, senior stenographer; George A. Kessler, senior factory inspector; Samuel Klarreich, senior attorney.

And Frank Barila, industrial investigator; Ogden W. Brown, associate industrial engineer; Eugene C. McCaffrey, construction safety inspector and Leona M. Arnaud, senior clerk.

New Director

ALBANY — Mrs. Mildred B. Shapiro of Delmar is the new director of the State Health Department's Bureau of Economic Analysis. She has been employed by the State since 1956. Among her honors, a member of Phi Beta Kappa.



You And The Draft

By H. R. KOCH

The historic roots of the Selective Service System unfolds a colorful panorama of the trials and tribulations experienced by the nation's military arm as it sought to devise means for meeting its manpower.

As a capsule summary of that story, The Leader presents our readers with the following highlights of the draft in history, with the hope that by relating these incidents the public will come to better understand how and why the Selective Service has evolved up to the present.

Passage of the Selective Service Act of 1917 created selective service with most of its present characteristics. Within three weeks, more than 10 million young men were registered. Their classification was based largely on information on registration cards. Today's refinements of selection had not yet been developed.

Each local board had a doctor-member. Registrants who passed a quick physical test were then and there sworn in as soldiers and sent to training camps. Psychiatry was not a generally accepted medical specialty. The idea that a man varying from the norm was unfit to defend his country was not generally accepted. In a swift and broad application of the selective idea an army of 700,000 men was raised within months.

There are many antecedents for selective service. Men have always subscribed to the proposition that every male member is obliged to defend the group, tribe or state. However, the obligation is seldom recognized with enough force by enough citizens to remove the need for compulsion.

Selective Service is the ultimate resort of a free people when their freedom is threatened. It is democracy's way of raising armed forces large enough to wage total war and to raise them with enough selective forethought to avoid imperiling other aspects of the national interest.

In two world wars, Korea and Vietnam, we have found no alternative.

Our heritage is British in origin. England's traditional insular advantage against invasion served its ancient militia from facing a real test, and kept it from developing refinements of discipline and training. It was incapable of sustained war. The colonists brought this loose system to America.

Most colonial militia laws were of a similar pattern. In the beginning, with a single closely-grouped settlement to defend, the setup was simple. There were few organizational problems. It was plain, primitive defense against Indians in the surrounding forest.

Later, as numbers of settlements developed in each colony, complexities crept in. It became increasingly difficult to organize expeditions to repel the savages in widely-separated areas and to act with other settle-

ments in the common defense of an expanding frontier.

Militia Falters

The American Revolution made clear the weakness of the militia system for united defense. The Continental Congress authorized a regular force, but did not compel recruitment; it could do nothing more than recommend to the colonies that they organize for common defense. Even with large cash bounties, enlistments for the regular force were unsatisfactory. General Washington's constant calls for troops were meagerly answered. Colonial militia laws provided only for local defense and did not require service outside the colony. Each colony was jealous of its right to independent action. The idea of an obligation to serve a common, collective defense was slow to germinate.

The Revolutionary War should have taught:

- The only effective troops are those available for the war's duration;
- Voluntary enlistments won't supply troops in adequate numbers; and
- State militia, not under complete Federal control, are unsatisfactory for national defense.

Old Blunders Recur

These lessons were not learned.

In the War of 1812, the U.S. had the same military policy handicaps and committed the same blunders that prolonged the Revolutionary War.

Congress authorized an adequate regular army but failed to use compulsion for recruitment. The volunteer system failed.

In 1847, the war with Mexico did not put enough strain on the growing Nation's manpower to bring up seriously the question of conscription. The war did prove short-term volunteers were not effective for such a campaign as General Scott led into Mexico. Halfway to Mexico City, 40 percent of his men had to be sent home because their enlistments had expired. The General sat down to wait for reinforcements while Santa Anna's army, badly beaten and dispersed, found time to recover. Again a war was prolonged for lack of a trained army.

At the Civil War's outbreak, the States had their militia and the Federal Government a standing army of 16,000 troops, mostly on the frontier. Congress was not in session and was not convened for three months.

The only step taken toward mobilization in the North in that period was a call for 75,000 volunteers to serve three months. This was not enough time to adequately train these men and use them in the field.

Both South and North adopted conscription. Both botched it. The Confederacy tackled conscription one year earlier than the Union and gained a distinct advantage by raising armies pledged to longer service. Evils crept in on both sides—substitutions for service, boun-

Specialties In 50 Agencies

Assortment Of Alternates Available To College Grads On Federal Entrance Exam

Variety is the hallmark of hiring and assignment when it comes to the Federal Service Entrance Exam. The frequently-conducted nationwide test, weighted differently for diversified areas of specialty, offers the proven route of matching college graduate and job situation in a way that affords reciprocal benefits to each party.

Irrespective of your major, minor or number of credits beyond the basic degree requirement, the number and nature of Federal agencies are divergent enough to apply your special skills. On-campus recruiters and placement officers are armed with the necessary data to inform interested collegians how they may avail themselves of the FSEE and propel themselves into meaningful jobs with Uncle Sam.

Their objective is the search for personnel. Each year, in excess of 200 titles—varied in skills required as specialties to be trained—must be filled. Close to fifty Federal agencies rely on the innovative breed of newly-graduated collegians to fill the void. Their conduit to examine candidates and channel them to best advantage is called the FSEE—Federal Service Entrance

Exam. These tests are offered at frequent intervals.

Varied Job Areas

At present, over a dozen general occupation classifications have been set up, each deriving its appointees from successful applicants who have scored well in taking the entrance exam. Naturally, varying titles will weigh different parts of the FSEE with relevance to the job responsibilities. Areas like quasi-legal work, social services, and budget administration are in search of candidates and so, too, is there great demand for additional personnel doing contract procurement and financial inst-

tution examining.

Help is also vitally being sought to handle the following job fields: management analysis, investigation, personnel, general administration, data processing and editorial services. Each of the above has emerged as a category of growing importance to many individual agencies as they pursue their respective programs.

A green-and-blue booklet on the Federal Service Entrance Exam is available to those interested in applying. It is available, along with an application, at the Federal Job Information Center, 26 Federal Plaza, Manhattan.

Bronx VA Hospital Bids Entrants File For Dental Assistant

The Bronx VA Hospital is hunting for a dental assistant, GS-3, \$4,917 or GS-4, \$5,522 per annum, depending upon qualifications.

For dental assistant, GS-4, applicants must have one year general experience such as may be gained in a clinic hospital or laboratory providing knowledge of clinical routines and procedures; plus one year specialized experience gained in restorative, X-ray, surgical or prosthetic dentistry.

For dental assistant, GS-3, a written test is required in addition to meeting the experience requirements of six months general and six months specialized as described above.

Interested persons may obtain additional information from the Placement Officer, Veterans Administration Hospital, 130 West Kingsbridge Road, Bronx 10468 or by calling 584-9000, Extension 217. Applications will be accepted until the need is met.

TA PROMOTION TEST

A written test was taken by 452 candidates for promotion to power distribution maintainer with the New York City Transit Authority recently.

ties, and large-scale group exemptions.

The North left the operation of the draft to the military. States and local communities were given no authority and responsibility in its execution. The democratic principle of selection of men by their neighbors, which has contributed largely to the success of our modern draft, was completely ignored. This proved a serious defect.

(To Be Continued)

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U.S. Service News Items

By RON LINDEN

Post Office Academies Will Train Dropouts; Educate P.O. Workers

Job opportunities for disadvantaged youths between the ages of 16 and 21 will be offered by the Post Office through the establishment of postal academies in six major cities across the nation, one of which is to be located in Newark, N.J.

The academies will focus their remedial education and job preparation facilities on school dropouts in the ghettos, according to Postmaster General Winton M. Blount. The program will also supply educational help to postal employees who have been unable to qualify for advancement to clerk and carrier positions.

Local volunteer postal people, familiar with inner-city conditions, will recruit and train the disadvantaged youths on a full-time basis in store-front academies.

Those enrolled as students in the postal academies will include dropouts without employment as well as underemployed young men and women now working at low-level chores in postal installations.

Manpower Potential

"The Post Office Department has great potential in manpower, talent and structure to open new doors to the urban youth of America who have dropped out of school," Blount said. "No other institution is so well situated and organized to do this job."

Among the Post Office's strongest assets are the fact that it is a multiple business operation in every city in the nation; employees walk every street, knocking on every door; many employees are known, trusted and respected by most individuals in or out of the ghetto; and employees walk daily in and out of every business establishment where employment opportunities exist, according to Blount.

The postal academies will teach basic skills, while at the same time providing enrolled students with money-earning opportunities at nearby postal installations.

Upon completing basic courses, students can go to work at better jobs in post offices, can be placed in business and industry, or can continue their education further.

Under the six-city pilot program, the new postal academies will have graduated or begun training of 2,100 dropouts by the end of fiscal year 1971. During this time, the academies will also be in the process of training 720 lower-level employees for higher paying jobs.

Kenneth A. Housman, Assistant Postmaster General for Personnel, was credited by Blount as the organizing force behind the new program. During the past Summer, Housman enlisted the support of 1,660 volunteer postal counselors who took 8,250 inner-city youngsters in tow and successfully kept 94 percent of them on the job all Summer.

Volunteer Counselors

"The Summer work experience of our Department, when volunteer postal counselors each took personal responsibility for five disadvantaged young people, convinced us that our postal people are anxious to help economically disadvantaged youth if they are permitted to do so. Now we are not only going to ask them—we are also going to provide them with the help and facilities that will enable them to do a community job which they have shown they can and want to do," Housman said.

Expansion Possible

After assessing the results of the six-city pilot program, the Department will consider further extension of the postal academy concept. Such expansion would permit postal academies to train thousands of young people and postal employees annually.

"The postal academy program in no way competes with established educational facilities," Blount said. "The thing to remember is that the youngsters we are going to train are those who have dropped out of the normal stream of education—they are living in the streets, largely unemployed, without the skills to satisfy their needs. The postal academies will give them a chance to work upward, right in their own neighborhoods, under the guidance of postal people who are old hands in the ghetto and who can speak the language of the underprivileged."

Youths eligible for the postal academies must meet certain main qualifications: be at least 16 and not over 21 years of age; be recommended by a postal academy street worker; and have parental permission to attend, if under 18.

The postal academies in the six pilot cities will get under way in May.

Diverse Titles

Pair Of May Dates Set As Deadlines For State Exams

Deadline time is drawing closer for a diversity of State titles which will receive examinations in June Two separate May dates should be observed in this connection.

The titles and their present rates of starting pay are indicated below. Salaries provided are the minimum pay scales only, which with tenure on the job can be increased through increments. Requirements can be learned by consulting the exam notice for the post being sought.

The first group, for which applications will be accepted through May 4, slate June 6 testing. The titles and unadjusted salaries are:

Pay has been increased as the result of a contract recently negotiated by the Civil Service Employees Assn.

Plumbing engineer, senior at \$12,585 to \$15,110, and assistant at \$10,195 to \$12,325.

Employment consultant (testing), at \$11,315 to \$13,635; and employment consultant, senior, at \$12,585 to \$15,110.

Mechanical estimator, junior, at \$8,160 to \$9,925, and assistant, at \$10,195 to \$12,325.

Patients' property agent, at \$5,460 to \$6,760; and

Heating and ventilation engineer, assistant, at \$10,195 to \$12,325; and senior, at \$12,585 to \$15,110.

Filing will continue through May 18 for the June 20 tests for the following (unadjusted salaries listed):

Sanitary engineer (design), assistant, at \$10,195 to \$12,325; and senior, at \$12,585 to \$15,110.

Assistant traffic supervisor, at \$8,705 to \$9,400.

Senior building mechanical engineer, at \$12,585 to \$15,110.

Building structural engineer, assistant, at \$10,195 to \$12,325; and senior, at \$12,585 to \$15,110.

Principal engineering technician, at \$8,160 to \$9,925.

Director of nursing (psychiatric), at \$12,85 to \$15,110; and

Farm products inspector, at \$7,275 to \$8,895.

For further information and applications contact the State Department of Civil Service in Albany, Buffalo, New York City or Syracuse, or go in person to any of the local offices of the New York State Employment Service.

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DINNER GUESTS — Guests at the dinner-dance of the Metropolitan Conference, Civil Service Employees Assn., included, left to right: Irving Flaumenbaum, first vice-president, CSEA;

Mrs. Pauline Wenzl; Randolph Jacobs, president of the conference; Dr. Theodore Wenzl, CSEA president; Dorothy MacTavish, CSEA secretary; William Roberts, second vice-president; and Jack Weisz, first vice-president.



HOST COMMITTEE — Members of the Metropolitan Conference, Civil Service Employees Assn., Social Committee review final plans for the conference's dance last week at the Golden Gate Inn recently. Left to right, are: Edna Percoco, William Roberts, Ellen Hostler, Irene Hillis and Philip Wexler.

Pact Extended, New Holiday Gained By White Plains Unit

WHITE PLAINS—A collective bargaining agreement was extended, a holiday added and other benefits agreed upon in the ratification of an agreement on March 30 between the Common Council of the City of White Plains and the White Plains Unit, Westchester County Chapter, Civil Service Employees Assn.

The collective bargaining agreement was extended to June 30, 1971. A grievance procedure was amended to provide for a terminal step of advisory arbitration by a three-man panel with a neutral member to be chosen by the two party designees.

Jan. 15, Dr. Martin Luther King's birthday, was added as a paid holiday, and present sick leave provisions were modified to allow accumulation of 150 days.

Other benefits gained by the agreement deal with administrative leave, night differential payment, employee benefits, including health insurance, retirement plan and unused sick

leave.

Signers included Bertrand B. Pogrebin for the City of White Plains and Emanuele Vitale, James Blanco, Robert Doherty, Betty Huntington, Leonora C. Mariner and Stanley Boguski for the CSEA.

Career Aide Named

ALBANY—Samuel K. Miller of Albany, a career State employee, has been named administrative officer for the State Employment Division.

Miller has been assistant director of the Division's Unemployment Insurance Bureau and began his State service in 1933 with the State Insurance Department.

CSEA Chapter Constitutions Must Follow New Amendment

ALBANY—The Board of Directors of the Civil Service Employees Assn. has taken official action to place two mandated provisions dealing with chapter officers in the constitutions of all CSEA chapters.

CSEA Executive Director Joseph D. Lochner sent out copies of the new provisions to all chapter presidents last week. Each chapter constitution must be amended accordingly.

The two provisions are:

ARTICLE IV, SECTION 6 (MANDATED) "Any member of a competing labor association (for the purposes of this article a competing labor association or union shall be defined to mean any organization seeking recognition or certification for purposes of collective bargaining pursuant to the Taylor Law) or union shall not be permitted to be an officer in the chapter, unit or conference. Any officer who is duly elected while not a member of a competing labor association or union, upon joining such a labor organization or union shall forfeit his office in the chapter, the unit or conference, in accordance with Article IV, Section 3 of the Model Constitution. If a former union member seeks office he must have removed himself from the competing union by at least one year."

ARTICLE IV, SECTION 3 (MANDATED) "Any officer, delegate or member of any elected committee, for reason deemed good and sufficient, by 2/3 vote of the Chapter Executive Council or Board of Directors, may be suspended by said Council or Board pending hearing for removal from office, and, all records relating to the business of the Association, or chapter in possession of, or under control of such person suspended, shall be immediately surrendered to the Council or

Rochester Hospital Chapter Will Honor Four Retirees At Dinner Party April 30

(From Leader Correspondent)

ROCHESTER—Four longtime members of the Civil Service Employees Assn. chapter at Rochester State Hospital will be honored April 30 at a retirement party at the Maple Dale Party House, 1020 Maple St.

They are Jacob Mark, a head nurse at Rochester State Hospital with 41 years of service; John Waters, a hospital staff attendant with 44 years of service; Clesson Crandall, a staff attendant for 24 years, and Clayton Hayes, a staff attendant for 20 years.

All four worked under the supervision of William Rossiter, supervising nurse and former president of the Rochester State Hospital CSEA chapter.

Each has belonged to CSEA since joining the hospital staff. Mark served on the hospital chapter's executive committee for many years and was treasurer of the hospital's Nurse Alumni Assn.

Dr. Guy M. Walters, hospital director, will speak at the din-

ner, which will begin at 6:30 p.m.

All retirees and present employees at the hospital are invited to the dinner. Tickets can be obtained from Mrs. Helen Hall at the hospital's Orleans Building.

The entree choice is prime ribs of beef at \$5.50 or boneless breast of chicken \$4.25.

Mrs. Elizabeth Bentley is dinner chairman and William Rossiter is publicity chairman.

Fulton Fact-Finder Urges \$550 Boost For County R.N.'s

ALBANY — A fact-finder appointed by the State Public Employment Relations Board in the contract negotiations impasse between the nurses unit of the Fulton County chapter, Civil Service Employees Assn. and the County Board of Supervisors, has recommended a \$550 salary increase for the county's registered nurses.

Other employees of Fulton County are in a CSEA bargaining unit covered by a two-year contract which extends through 1970. The nurses are currently working under provisions of this contract.

Additional recommendations made by the PERB fact-finder include: \$2.25 extra per day for nurses working the evening shift, Saturday, Sunday or holidays; longevity increments of \$100 after five years service, \$200 after ten years, and \$200 after twenty years; and an improved salary scale for registered nurses ranging to \$7,000 with \$240 annual increments.

CSEA began negotiating for the nurses with Fulton County last year after PERB fragmented the nurses, who work in the Public Health Nursing Service and at the County Infirmary, away from the larger employee unit.

dition financing.

Three psychologists, Erwin Joel Ginzberg at Ottsville, Warwick and Matteawan; Robert E. Funk, senior scientist, archeology, Education; Henrietta Cox, social services assistant, Social Services; Robert W. Wilson, supervising landscape architect, General Services.

Angelina Catinella, supervising social services representative, Social Services; Margaret Sheedy, supervising social services representative, Social Services; Phyllis Mackin, supervisor of Commerce accounts, Commerce; Mary K. Rouke, supervisor of school nursing, Education.

State Appointments And Promotions

ALBANY—February was a particularly good month for non-competitive appointments and promotions by the State Civil Service Department. Here is the list:

Robert L. Pozik, associate in basic continuing education, Education; George A. Gaspard, chief offset printing machine operator, General Services; William C. Hennessey, director of real property, Transportation; David Clurman, director of syn-

BUY
U.S.
BONDS

(Continued from Page 2)

For that reason we have formed the PBA Bluecoats, a baseball team composed entirely of New York City patrolmen. On their own time, these men play a long season of evening and weekend baseball against neighborhood teams throughout the City. In the two years the team has been operative, it has been highly successful in providing opportunities for policemen and civilians to meet each other on a very human level. The fellowship engendered by sports is going far towards the development of a pool of good will which is essential to the peaceful solution of New York's problems.

Finally, the PBA and the City are preparing a jointly-sponsored campaign to further these goals.

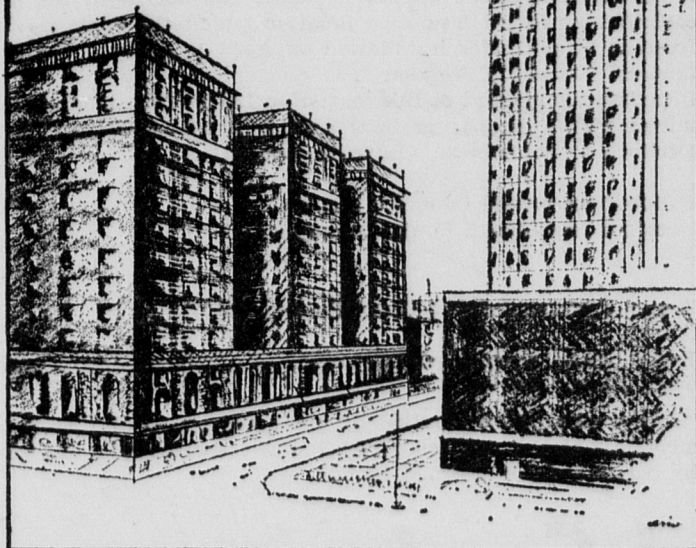
As the PBA program expands, we hope that other City agencies will join in this necessary effort to explore new levels of understanding and communication between policemen and the citizens they serve.

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Mediator Named

ALBANY—Henry A. Ford has been assigned as a mediator in a dispute between the Ilion Central School District in Herkimer County and the Civil Service Employees Assn. He is a labor relations consultant.

Judges Reappointed

ALBANY—Governor Rockefeller has reappointed two judges of the State Court of Claims to new nine-year terms. They are Judges Ronald E. Coleman of Olean and Henry Lengyel of Antwerp.

Reappointed

Governor Rockefeller has reappointed Harold H. Warner of Schoharie to the Council of the Agricultural and Technical College at Cobleskill for a term ending July 1, 1978.

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CSEA Wins Fight To Upgrade Education Professional Aides

(Continued from Page 1)
a letter to Mrs. Ersa Poston, commission president, protesting the unnecessary delay. The matter was also brought to the attention of Governor Rockefeller. The commission promptly responded with its favorable decision just two weeks later.

CSEA's appeals had cited the enormous work load carried by education professionals in the Department and the large percentage of vacancies, particularly in the associate and assistant ranks, which make up a large percentage of Department professional employees.

Extensive comparisons of Department salaries with those of local school systems throughout the State made CSEA reach the "inescapable conclusion," a spokesman said, that the two-grade reallocations were essential if the Department were to recruit and retain qualified personnel for these positions.

Maloney's Reaction

CSEA Education chapter president Daniel J. Maloney hailed the decision by the Civil Service Commission as "a long-needed improvement in salaries for the dedicated professional education people in the Education Department."

Maloney also praised Richard H. Fila, head of the chapter's professional committee, for his

efforts, and Robert Carruthers, member of CSEA's Board of Directors and former chapter president, who helped initiate the appeal.

A full list of the 193 titles affected by the reallocations will be printed in The Leader as soon as it is available.

Scandinavian Tour Now Open--Only \$696

A 17-day tour to Scandinavia is now available for bookings by members of Civil Service Education and Recreation Assn. Dates are July 23 to August 7 and the tour will visit Denmark, Sweden and Norway.

The price of \$696 includes jet air fare, meals, hotel rooms and sightseeing, including a boat ride among the fjords of Norway. Air fare only is \$232 to Copenhagen.

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

Safety Chairman

ALBANY—State Senator Edward J. Speno has been appointed chairman of the National Motor Vehicle Safety Advisory Council. The announcement came from U.S. Secretary of Transportation John A. Volpe.

Fact-Finders' Response On Council 82 Impasse

Issue

General Salary Increase
Cost of Living Escalator
Reallocation of All Classes
Correction of Internal Inequities
Increments and Longevity on Promotions
Hours of Work and Overtime
Premium Pay for Conservation Officers and Forest Rangers
Shift Differential
Retirement

Wartime Military Service
Vesting
Continuation of Retirement Benefits
Return of Contributions
Life Insurance
Life Insurance for Retired Employees
Double Indemnity for Accidental Death
Post Retirement Adjustment
Annuity Fund
Health Insurance

Welfare Fund
Coffee Breaks

Job Standards and Performance Ratings
Elimination of Out-of-Title Work
Elimination of Provisional, Seasonal and Temporary Personnel Appointments
Peace Office Status for Certain Classifications
Management Rights Clause

Panel Response

Recommends Council 82 accept State offer
Declines to recommend Cost of Living Clause
Declares that it would be inappropriate to make a recommendation
Declines to make recommendation
Declines to make recommendation

Evidence was insufficient for panel to make recommendation
Recommends guaranteed overtime premium of 5 percent of annual salary

Declines to recommend Council's proposal
(1) Correction officers and regional park police, who are now covered under their own separate retirement plans, should be permitted the choice of continuing under those plans or under the Career Retirement Plan which the State has offered to liberalize in the respects heretofore indicated

(2) A joint labor-management committee on retirement should be established for further study and consideration of retirement benefits for the employees in the unit.

(3) The contract between the parties should include a provision which would permit it to be reopened at the end of the first year for the sole purpose of entering into negotiations on the matter of retirement benefits and that matter only.

Recommends accepting State offer
Recommends consideration by Labor-Management Committee
Does not recommend Council's proposals

Does not recommend this proposal
Recommends acceptance of State's offer
Recommends acceptance of State's offer

Declines to recommend inclusion of such a provision

Declines to recommend Council's proposal
Declines to make such a recommendation
Recommends Council's acceptance of State offer. Panel further recommends that the parties negotiate the details of the non-contributory dental insurance program which the State has offered to establish for installation on April 1, 1971.
Declines Council's proposal
Recommends referral of this matter to Labor-Management Committee which the parties have agreed to establish.
Declines to recommend Council's proposal

Cannot recommend Council's proposal
Does not recommend Council's proposal

Declines to recommend Council's proposal

Recommends acceptance by parties of the following Management Rights Clause:

"Except as expressly limited by other provisions of this agreement, all of the authority, rights and responsibilities possessed by the State are retained by it."

Judicial Conference

(Continued from Page 1)
cal settlement negotiated by CSEA for State-employed court employees.

Under the conference's proposals, a bargaining unit of State-employed court employees would continue to be represented by CSEA only in fiscal matters, while local governments would be able to continue to recognize and certify employee organizations representing court employees paid such local governments, but only on fiscal items. However, a third bargaining unit will be established consisting of both State and local government court employees, and represented by one employee organization, which would negotiate directly with the Administrative Board of the Conference on non-fiscal matters exclusively.

"We are anxious to see these new rules implemented, especially those covering non-fiscal matters, so that we can petition for recognition and begin negotiating a new grievance procedure, conditions affecting the health and safety of the employees, work assignments and schedules, time and leave rules and other improvements," the CSEA spokesman said.

The review board proposed by the Conference would consist of five members, three public members who have no ties with the Conference, one member representing the Administrative Board and another representing the court employees. Its function would be similar to that of the State PERB, encompassing such areas as representation disputes and arbitration in impasses.

The Conference also proposed repealing certain sections of the Administrative Board's rules concerning grievances,

substituting a new grievance procedure which would make the employment relations review board the final step in the grievance. The Board's determination would also be final. The public hearing, at which CSEA will present its recommendations for additions and changes to the Conference's proposals, will be held at 10 a.m., May 11, in the Civil Court of the City of New York, 111 Centre St., New York, Room 928.

New York Hawaii Trip Now Open

Bookings are now open for a two-week tour to Hawaii and the Golden West, leaving New York City July 18 and returning there on August 1.

The tour price of \$459 includes round trip jet transportation, visits to Hawaii, San Francisco and Las Vegas, hotel rooms and sightseeing.

Immediate application may be made by writing immediately to Mrs. Julia Duffy, P.O. Box 43, West Brentwood, N.Y., telephone (516) 273-8633. Upstate, write to John J. Hennessey, 276 Moore Ave., Kenmore, N.Y., telephone (716) TF 2-4966.

Teamsters Lose Bid To Represent Police

ALBANY — The New York State Public Employment Relations Board has announced that Teamsters Local 456 lost its recent bid to represent the members of the Village of Tarrytown Police Department.

The announcement came after a recent run-off vote which named the Tarrytown Police Revolver Club as the certified bargaining agent for all the Tarrytown police.

The original election was held March 16.

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