Rockefeller Announces 222 New Positions For Brooklyn And Buffalo State Hospitals

ALBANY—Governor Rockefeller has announced that a new staffing program has been initiated at State Mental Hospitals in Brooklyn and Buffalo. The program, designed to insure adequate staff for basic nursing care, will result in the creation of 222 new positions at Brooklyn State Hospital and 140 positions at Buffalo State Hospital.

The Governor's statement followed a meeting last week on the issue between representatives of the Civil Service Employees Association, including members of the Brooklyn State Hospital chapter, the State Division of the Budget and the Mental Hygiene Department, on new staffing proposals in the department's mental institutions. Governor Rockefeller later announced the addition of new personnel at Brooklyn and Buffalo State Hospitals. (See story below.)

'Striple Victory,' Says Feily

Only $463

Hawaii By Jet At Lowest Price Yet

The 1966 tour to Hawaii and the West for members of the Civil Service Employees Association, including members of the Brooklyn State Hospital chapter, will not only offer jet transportation for the first time but the total price—$463 plus tax—is the lowest since the Hawaii tours were inaugurated. The two-week tour departs from New York on July 11.

Despite the lower price, the Hawaii program is higher than ever in quality. In addition to providing swift jet air service, the tour this year will be accompanied by a professional guide.

To Help A New Mayor

From One Line Letters To 16-Page Documents, Civil Servants Pour Out Ideas

From one-line suggestions to 16-page programs, readers of The Leader have been pouring in ideas to help make New York City a better place to live. Topics covered to date have included administration, traffic, finances, community relations and innumerable other facets of city life in which there are problems to be solved.

From this reservoir of imagination—being contributed by City, State, County and Federal public employees—will come an idea that will be worth $1,000. The funds for this top award will come from the Jerry Finklestein Foundation, which will present, in addition, four gold medals for the next best ideas. Deadline for submission of ideas is March 1, 1966. All communications should be addressed to The Leader.
FIFTH AVENUE PEN SHOP and PARKER GIVES YOU

A lot of Christmas for $8.95

PARKER 45 CONVERTIBLE WITH WRITETIP PENCIL

Especially when the matched set is from Parker and so beautifully gift boxed! This pen is the Parker 45 that fills two ways...it loads with a cartridge or, fills from an ink bottle. The pencil takes long, extra-thin leads to do sharp, neat work. A thoughtful gift they'll use all year round!

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IF IT'S VALUE YOU WANT YOU WANT BESTFORM FROM JOY VAL OF COURSE

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A wider band for a slimmer look...

French phrase for "without a care in the world"—Sans Souci does just that for your figure! Feather fingers of bastiste elastic (rayon, cotton & rubber) make midruf bulges disappear. Gentle side-boning assures you of a well defined silhouette... and inserts of net make Sans Souci as wonderful to look at as it to wear! White broadcloth trimmed with nylon net. B cup, 32-42. C cup, 32-44. D cup, 34-44. $2.99

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NEW YORK, N.Y.
PE 6-0095

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NEW YORK, N.Y.
WI 7-2408

Civil Service Fusion Party Joins Independents To Form Permanent Political Group

The Civil Service Fusion Party will merge with the Independents for Good Government, a non-civil service political organization. This was decided at a recent meeting of the Civil Service party's Board of Directors, and a chance in the party name may result.

It now seems likely that the amalgamation will be called the "Civil Service - Independents Party, Inc." while retaining the lightouse symbol on the ballot.

The Civil Service party had backed the Democratic slate and set an all time record for the number of votes polled on their line in a first time ballot run. The Independents, while claiming to be completely independent, would appear to be substantially more Republican in composition than the mainly Democratic composition of the Civil Service party. They had backed Mayor-elect John V. Lindsay, a Republican with Liberal endorsement, in the last municipal election.

We may say we're dropping the word "Fusion" from our name," said party chairman Dr. Herman P. Grocess, "but having the Independents for Good Government' merge into our organization makes us a real fusion party. We are going State-wide for next year's gubernatorial election, and we are confident of polling at least 500,000 votes for civil service and good government on our line. We will be the political arm of all civil service organizations and the political voice of all individual civil service employees."

"We will not endorse any candidate who is not acceptable to the majority of government career employees. The candidates record and program must indicate that he will favor legislation to improve wages, working conditions, and fair labor-management and grievance procedures in government. He must also favor the merit system of promotions by civil service tests to even the top civil service positions. We also expect to appear at and take part in all public hearings to protect the rights of career government employees."

'65-'66 Legislative Manual Is Available

ALBANY—The 1965-66 edition of the Legislative Manual, the official directory of New York State Government, is off the press and ready for distribution. Secretary of State John P. Lomorno announced recently.

Published by the Department of State, the Manual, now in its 139th year of publication, is a comprehensive summary of the articles, functions and people comprising New York State Government.

Its 1,332 pages, enclosed in blue hard covers, describes the structure and personnel of the executive, legislative and judicial branches of State Government. The manual also contains detailed references to county officials and certain major city officials, the composition of local governments, population figures and election results.

The manual is extensively up-to-date. (Continued on Page 15)
Tiesdiiy, Decemer 14, 1965

Photo by P. Olszewski
BUFFALO— Erie County and Buffalo units of the Civil Service employees Who fight for Union

CIVIL SERVICE LEADER Page Three

"Learn The Truth," Says Eric CSEA As It Girds for Fight With Union

(From Leader Correspondent)

BUFFALO—Erie County and Buffalo units of the Civil Service Employees Assn. are operating an APL-CIO labor union that seeks to negotiate real wages for employees, a CSEA bulletin that went to employees said.

"Learn the truth and the facts regarding your status as County employee," the bulletin that went to employees of the Erie County Highway Department, "and learn the CSEA's Message. The CSEA can advise, assist and protect you.

Simultaneous bulletins and other materials are going to Buffalo City employees.

Henry J. Odell, a CSEA field representative, is writing to chapter and unit presidents in the community.

All-Out Fight Seen

"It's time we realized what's happening. A long overdue CSEA sandpaper here and those labor unions are going all out, not only here but everywhere in the state, to organize public employees.

"They are using out-and-out labor union tactics, promising everything, and the CSEA must tell it's story."

In the Niagara area, Local 1906 of the State, County & Municipal Employees (APL-CIO) is trying to organize Erie County employees in the Erie County Highway Department.

And Local 1047 of the same union is on an organizing drive among workers of the Buffalo School District, the APL-CIO bulletin said.

Other locals of the same union are embarking on drives in many other counties, the bulletin said.

For Winter Meeting

SYRACUSE—Plans for the forthcoming Civil Service Employees Associates Central Conference meeting were made recently by the chairman of the Conference's Planning, Membership and Publicity Committees.

The dates for the meeting, to be held at the County House here, are Feb. 11 and 12. Tentative plans call for the presidents' meeting to take place Friday evening, Feb. 11, at 7:30 p.m.

It was announced by the committee chairman that an entirely new concept of programming for the meeting has been worked out, to be held Saturday, Feb. 12, in the making. This will entail workshops for officers of chapters. These workshops will consist of seminars for presidents, secretaries, treasurers and attendents.

The afternoon session of the meeting will begin 1:30 p.m., and will be a business meeting and speech on variable annuity by a speaker who will be announced in the near future.

Metro P.S. Chapter To Hold Yule Party

The annual Christmas party for members of the Metro Public Service chapter of the Civil Service Employees Assn. will be held at the Central High School here, 12:30 p.m. Jan. 17.

Mrs. Rippefeau Named

ALBANY—Salaries paid by its employees "are significantly lower than those paid by comparable public jurisdictions for similar employees," the State of New York to its employees. The State of New York to its employees was released by the Budget Director T. Norman Hard at a meeting here.

The Association, which represents 138,000 public employees within the State, is seeking 12 per cent, across-the-board, $600 minimum salary increases in 1966 for all State employees.

The meeting was the fourth relating to salary needs CSEA representatives have held with Dr. Abraham Shavelson, president of the Jewish State Employees Association, and his co-chairman Is Joan Widowski—Miss Civil Service of State Employees 1965.

For Fight With Union

Persons in the New York Metropolitan area should apply to Miss Julia Daffy, P.O. Box 61, West Brentwood, Long Island, N.Y. Uptown members should apply to John Heintzey, 720 More Ave. Kenmore, N.Y.

Budget Director Gets Study

CSEA Salary Survey Shows Civil Service Wages Still Too Low

The past several months by CSEA's research department. In a preface, CSEA outlined what it felt were some of the significant points in the case for the increases. The executive stated:

"Last year (Fiscal 1965-66), we demonstrated the need for a general pay increase for all State employees averaging 8.5 percent without contradiction from any State Official concerned with the fiscal management of the state. The need for this increase went unheeded, and has been denied by more than a year since the CSEA took the position that it did not have the necessary funds to provide the required pay increases.

"In the meantime, we find that several factors have been operative with the result that an even greater salary increase is now necessary to provide equitable treatment for State employees. Among these factors are the following:

1. Salaries and wages in private industry within the

Annual Party

Set By M.V. Unit

The afternoon session of the meeting will begin 1:30 p.m., and will be a business meeting and speech on variable annuity by a speaker who will be announced in the near future.

Holiday Dinner

Set By Jewish 'State Employees

Attendance General of New York City

Louis J. Lefkowitz will be one of the guests at the 13th annual Chanukah dinner-dance of the Jewish State Employees Association of New York State on Dec. 22.

The affair will be held at the Grand Street Boys Clubhouse, 106 West 5th St., New York City. The president of the Association, Abraham Barchalow, will be present to deliver the welcome address.

Serving on the program is the 55-page document compiled during the Hawaii Tour (Continued from Page 1)

Katherine, Barbara Johnson, and Pat O'Looney.

Serving on the committee are Flavia Rubenstein, Carol Quijale, Fred Martini, Janet Clarke, Mary Rippefeau, and Jennifer Samuel.

Mrs. Rippefeau Named

ALBANY—Mrs. Darrell D. Rippefeau of Watertown has been named to the Board of Directors of the State University College at Oswego.

Because that CSEA dues of $13 a year compare favorably with higher APL-CIO dues.

"We believe," a CSEA bulletin also stated, "you are entitled to full-time representation by a full-time labor representative who doesn't have to moonlight as a full-time employee of management.

This was a reference to an APL-CIO business representative, a strong CSEA critic who reportedly has a full-time job with the Department of State. Limitations on Buffalo and salaries in Buffalo are paid by an APL-CIO organizer.

The Board also okayed a new and broader and family leave policy for teachers, and华夏 said the insurance plan will cover sick pay increases for both teaching and non-teaching employees.

The insurance plan approval came after a report that at least one national insurance firm was unable to write an equal or better policy.

The insurance plan approval came after a report that at least one national insurance firm was unable to write an equal or better policy. The teachers, who have yet to sign a new insurance plan, have been seeking the State Health Plan for several years. The new plan went into effect Jan. 1, 1966.

New Sick Leave

The sick leave policy allows the teacher $500 a year for illness or death in the family. The teacher can also take an additional day to attend the funeral of a member of the family (including in-laws, children, and grandchildren).

The proposed pay increase would increase a teacher's salary to $5,000 and the top salary of $10,500 (with longevity increases after 20 years of service).

Teachers now range from $5,100 to $10,200 annually.

Non-Teaching Proposals

Non-Teaching employees—many of whom are members of Members chapter, Civil Service Employees Assn.—could receive relief of up to 30 percent in another proposal. The plan would go to all salaried, non-certificated employees, and four hourly workers, who are currently paid on a "first in, first out" basis.

Other hourly employees' salaries would go to the following minimum wage increases: Cooks, $2.00; Carpenters, $2.35; Carpenter, $4.50; driver, $4.00; spray painter, $4.50; plumber, $4.75; laborer, $2.35.

FREE BOOKLET by U. S. Cer- emony Co. only. Order today. Only 12 days of moic leave annually, without limit. Previously the maximum was 15 days.

Family leave includes four days annually for illness or death of member of the immediate family. It includes funeral leaves for mothers and father-in-law, and once additional day to attend the funeral of a member of the family (including in-laws, grandchildren, and grandparents).

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**U.S. Service News Items**

**Study Plans For Release Of Personnel Roster**

A group of Federal agency officials composing a policy-study task force, has suggested to the Civil Service Committee that it draw up guidelines for the public release of Federal employee rosters. Indications are that the Commission will accept the recommendations and frame guidelines under which the names of some or all of the 3.5 million Federal workers may be released to the public, to ensure, the press, commercial concerns and whatever other interests might condone such consideration.

Among others, Postmaster General Lawrence P. O'Brien, personally suggested to Civil Service Commission Chairman John W. Macy that he approve the task force's report. At a meeting of the National Press Club, O'Brien stated: "We who work for the Government should be proud of it. We have nothing to hide or be ashamed of." Further, at his senate confirmation hearings, O'Brien said he respected the names of all Federal civil servants as being in the public domain.

In the past, the Federal government had never had a uniform policy to cover the release of its employees' names. As a result, some agencies have allowed it while others have been more guarded. This situation has resulted in some tawdry handling. Only a few months ago there was quite an uproar when staffers of the Post Office Department refused to release the names of its summer employees after charges had been made that many of them had been appointed through political contacts. The inter-agency group, headed by John Retelle of the commission staff decided that in the future all employees on the domestic stripe should be avoided by the application of a service-wide rule.

**In New Post—**

Pictured above is Dr. Van East Ongal who has been appointed, effective January 6, 1966, as director of business affairs of the State University in Glens Falls.

**Correction**

Due to a typographical error, it was reported recently that the Central Indip State Hospital chapter of the Civil Service Employees Assn. had "90 percent of the hospital's six employees as members." The report should have read "90 percent of the hospital's employees."
Summer Park Job
Filing To Open Soon; Openings For 3,500

The Department of Parks is looking for seasonal help for next summer. Beginning Dec. 27, applications for these non-compe-
titive positions will be issued and received by the Depart-
ment of Parks main office in each of the five boroughs.

Applicants for seasonal employment will be considered in the order in which applications are received. However, primary consideration will be given to applicants who have previously been employed by the Park Department and have performed satisfactory service.

During the week of Dec. 27, through 31, the applications will be issued and received only at the Brooklyn War Memorial Recreation Center, located in Cad-
man Plaza. From Jan. 2, through Feb. 15, applications will be is-
sued and received at the Depart-
ment of Parks main office in each of the five boroughs.

"Letters of recommendation are unnecessary," the department noted. "Applicants will be con-
sidered on the basis of their prior employment records.

Landscaping jobs are available relative to each seasonal position:

Seasonal Parkman
There are approximately 1,050 seasonal positions in the De-
partment of Parks at salaries not to exceed $12 per day. The em-
ployment period may extend from April 1 to Nov. 30 for a maxi-
mum of 150 days a year, not to exceed six days a week.

There are no formal educational or experience requirements for this position. Applicants will be required to possess a good physical condition. Men and women may apply.

Under close supervision, the park planner performs attendance and light maintenance work at any park area, facility or build-
ing. Supervision of seasonal operations perform related work may make changes and collect admission fees, direct park patrolling, and direct park property.

This job is open to persons who have passed their 18th birth-
day by the last day for filing of applications. Minors under 18 years of age are required to obtain valid employment certificates or vacation work permits. There are approximately 323 summer seasonal positions available from June 24 to Sept. 6, at a salary of $12 a day. Positions also exist for part-time employment as $1.00 an hour from June 24 to Sept. 6, not to exceed a maximum of 24 hours a week.

Graduation from a senior high school is required of playground assistants and static one semester of experience as an in-
structor, counselor, or coach in an organized recreation program; or completion of 30 credits at a post-secondary degree in an ac-
credited professional service; or (3) a satisfactory equivalency.

First consideration will be given to those applicants who have a high school degree or more college credits.

Summer Park Job
Filing To Open Soon; Openings For 3,500

Civil Engineering Draftsman Test Soon

Applications are being accepted now through March 1 of next year for an open competitive examination for civil engineering draftsmen. In conjunction with the examina-
tion an inter-departmental promotion examination will be held.

Although names appearing on the promotion list will receive first consideration, it is expected that some vacancies will exist so that an open competitive list will be used to fill the positions.

The salaries for this job range from $7,100 to $8,900 per year.

No Educational or Experience Requirements

Applications are now being accepted for the draftsmen's exam, which will be held May 4, 1966. Minimum requirements for this position are a bachelor's degree in civil engineering issued after completion of at least four year course in an accredited college or university; or Associate in Applied Science degree in civil engineering issued after completion of at least two years of study in a community college or technical institution of recognized standing upon comple-
tion of a two year course in an accredited college or university; or graduation from a senior high school and four (4) years of college study.

Further information will appear in The Leader as it becomes available.
Kidding The Public;

GOVERNMENT'S public relations is not enhanced by making a new law seem to be something it isn't. An unhappy result from the community needs as the resident sees them" is precisely what it is. It could be called "The American immigration.

While Mayor-elect John Lindsay has not yet revealed his intention as far as the police commissionership is concerned, we urge him to give serious consideration to the re-appointment of Broderick. Under him, the department has consistently resisted old thinking of police science to bring it up to date in terms of modern living and problems. His men respect him also—and this is important in police morale.

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The neighborhood youth councils, coordinated by the precinct commanders and the youth patrolman in each area, will be revamped and become the basis for a community coordinating council to improve police-community relations.

The program announced last week by Broderick is another of the steps taken in his program to upgrade the department. As he has done in the past, he has implemented one of the plans he has been considering since he assumed the office less than a year ago.

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Out of Pocket Expenses
Maternity Bills.
Confusion Over "Participating" Doctors
Worry Over Specialist Extra Charges
Uncertainty Over Which Services Were Covered
Limitations on Certain Services
Claim Form Red Tape
Discussion of Fees With The Doctor

Yes ☐ No ☐

If you can answer yes to every question, you are either an H.I.P. member or you did not have occasion to use one of the other programs.

If you are in another program, we suggest you check the above list in the light of your own experiences over the past year.

If you do not now enjoy H. I.P.'s obviously more comprehensive coverage, your opportunity is at hand.

This is the enrollment period for City employees who have a choice of medical plans.

See your Payroll Clerk on how to join or change to the plan that gives you the broadest financial protection, while assuring you that its services meet high professional standards.

* Certain extended benefits are provided on a cash indemnity basis to subscribers of all three plans either on an optional basis or through employee organizations.

MEDICAL RECORDS
LIBRARIAN TEST SOON

The New York City Department of Personnel has announced that applications will be accepted until Dec. 21 for an open competitive examination for medical record librarian.

The tentative date for the written examination is March 23, 1966.

A special, limited benefit program for employees, their dependents, and eligible dependents remains in effect.

Among the benefits holders of this position can expect to receive are: generous annual leave; sick leave, leave without pay for holidays and membership in a liberal pension system and the social security system. Also, City employees may join a health insurance plan and the blood credit program.

For further information and applications can be obtained at the examinations bureau section of the Department of Personnel, 49 Thomas Street, New York City, New York.

Car Maintainer, Prom.:
The Department of Personnel of the City of New York established an eligible list recently with 119 names on it in the title of car maintainer. It is now open for promotion.

Foreman List:
The New York City Department of Personnel has recommended the establishment on Dec. 15 of a promotional list for foreman (Sanitation) with 224 names.

EARN $15,000-Plus A YEAR

Learn How in Why Not a $15,000-a-Year Court Reporting Career?

This book, written by an eminently successful court stenographer, shows stenographers and others how they too can earn $5,000 or even $10,000 or more a year by learning the skills of a court stenographer.

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The tentative date for the written examination is March 23, 1966.

This position is in salary grade 11, with a salary range of $4,500 to and including $6,290 per year. In addition there are five annual increments and a longevity increment.

Among the benefits holders of this position can expect to receive are: generous annual leave; sick leave, leave without pay for holidays and membership in a liberal pension system and the social security system. Also, City employees may join a health insurance plan and the blood credit program.

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CIVIL SERVICE LEADER
Page 2

Tuesday, December 14, 1966
State Holds Exams For Eleven Titles
The New York State Civil Service Commission has announced that it will be accepting applications through December 30 for examination to be held Jan. 22 of next year for positions in the following titles:

Exam No. 4155, Bank Examiner; $9,198-$9,880.
Exam No. 4143, Library Superintendent; $11,510.
Exam No. 4141, Director of Welfare; $16,201-$17,255.
Exam No. 8682, Public Health Social Worker; $9,570-$10,400.
Exam No. 20-318, Parole Officer; $7,320-$8,875.
Exam No. 20-103, Rehabilitation Counselor; $7,320-$8,875.
Exam No. 20-153, Medical Social Worker; $7,320-$8,875.
Exam No. 20-100, Program Coordinator; $7,320-$8,875.
Exam No. 20-219, Probation Officer; $7,320-$8,875.

For further information, applications, and admission requirements write:

THE NEW YORK STATE CIVIL SERVICE COMMISSION
100 Rector Street
New York, N.Y. 10006

The New York State Civil Service Commission has an automatic typewriter is wanted in Manhattan. The salary range is $75 to $85 a week. Apply to the Personnel Placement Center, 755 Lexington Avenue, Manhattan.

Needed in Queens is a WORKING FOREMAN to supervise four workers. Must be experienced in setting up auto- machines. The pay is $75 to $100 . . . MACHINE STONE CUTTER will earn $100 a week to cut marble and slate using machine. Can have metal cutting experience. Apply at the Queen Industrial Office, 975 Manhattan Bank Building, Long Island City.

Farm Workers
Needed in Manhattan and the Bronx are AUTO BODY REPAIR- MEN with seven years' experience, a complete set of tools and complete knowledge of collision work. They will get $2.90 to $3 an hour to perform body and fender work on passenger cars. Must be able to straighten, weld, knock out dents and replace bumpers and grilles. A full-experienced COFF- NER CUTTER will get $75 a week to work on paper — "mitering." Apply at the Manhattan Industrial Office, 255 West 34th Street.

Men over 18 who can do hard labor are needed as FARM WORKERS on potato, onion, and tobacco and other farms in and around New York State. The job pays $1.10 to $1.40 an hour with housing. Farm work can be arranged for $2.10 a day. Workers must pay own travel expense. The work is expected to last about four months. Apply at the Farm Office, 247 West 54th Street, New York, N.Y. 10019.

Senior Architectural Draftsmen with at least six years' experience working for New York City architects on industrial and commercial buildings are wanted. The salary ranges from $1,60 to $180 a week. Also wanted are INDUSTRIAL ARTS TEACH- ERS with experience in wood, metal, and glass working, mechanics, electricity and maintenance. Must be licensed to teach in New York City school system. The salary is $5,000 to $6,700 a year. Apply at the Professional Placement Center, 644 Madison Avenue, Manhattan.

Carbon Collators with three years of commercial bookkeeping experience and knowledge of carbon and carbonless material are wanted to work under pressure in the City College facilities. The salary is $60 to $80 a week. They will take signatures on one carbon and feed signatures to a Christensen gang sticher. Apply at the City College Industrial Office, 255 West 54th Street.
Summer Park Job
(Continued from Page 5)
Under supervision the playground assistant supervises or assists in supervising the program of recreational activities in a playground area, small neighborhood play area or similar unit; performs related work.

This position is open to persons who are 35 years of age or under on the date of filing their application. Minors under 18 years of age are required to obtain employment certificates or vacation work permits.

Issue of Applications
During the week of Dec. 27 through Dec. 31, applications for all seasonal positions will be issued and received only at the Brooklyn War Memorial Recreation Center, located in Cadman Plaza, Brooklyn. The entrance is on Fulton Street between Orange and Pineapple Streets.

Applications will be issued in person or by mail Monday through Friday, between 9 a.m. and 4 p.m. From Jan. 2 through Feb. 11, applications will be issued and received Mondays through Fridays, at the following offices of the Department of Parks:

- ARSENAL BUILDING, 64th Street & Fifth Avenue, New York, N.Y. 10021.
- LITCHFIELD MANSION, Prospect Park West & 5th Street, Prospect Park, Brooklyn, N.Y. 11215
- BRONX ADMINISTRATION BUILDING, Bronx Park East & Birchall Avenue, Bronx Park.
- THE OVERLOOK, Union Turnpike & Park Lane South, Forest Park, New Gardens, N.Y. 11413.
- CLOVE LAKES PARK, 1150 Clove Road, West New Brighton, Staten Island, N.Y. 10301.

Applications forms will be mailed on request provided that a self-addressed, 9-inch envelope stamped 8 cents for return, is enclosed. The Department of Parks, however, will assume no responsibility for delivery when issuing applications by mail.

Chemist Test Coming Soon
A written test is being given — tentatively set for Feb. 19, 1966—for the position of chemist with the City of New York. The test will be a combined promotion and open competitive one. However, two lists, one a promotion list and one an eligible list drawn from the results of the open-competitive exam will be published.

This position is in salary grade 26, with a salary range of $7,800 to and including $9,600 per year. At present there are five vacancies in various City departments but others are expected to occur in time.

Candidates for the open-competitive test should possess a baccalaureate degree with a major in chemistry, chemical engineering or pharmacy issued by an accredited college plus three years experience. Graduate work may be substituted for experience in some cases. Certain equivalent combinations of education and experience may be accepted.

The promotion exam is open to all employees of the City holding the title of assistant chemist for at least six months who are not otherwise ineligible. In addition to the salary, employees in this position are entitled to many benefits. Among these are generous annual leave, sick leave, leave without pay for holidays and membership in a liberal pension system and social security system. Also, City employees may join a health insurance plan and the blood credit program.

For further information and application forms apply at the Applications Section of the City's Department of Personnel, 49 Thomas Street, New York City. Applications are being accepted through noon until Dec. 31.

Pick yourself a Lotus Lace Bouquet by Vanity Fair
It's a trousseau kind of idea, having everything to match, and makes you feel like a bride all the time. Lotus Lace, a blossomy Alençon, is lavished on all these smooth-as-cream nylon tricots which know how to float through the suds and dry themselves beautiful as new.

Flattering set. Sizes S, M, L, $22. (Drifting shift alone, $10)
Sleek slip. Sizes 32 to 42, Short, Average, Tall, $6. Smooth brief. Sizes 4 to 7, $2.50.
Side-slashed petti. Sizes XS, S, M, L, Short, Average, Tall, $5.

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QUESTIONS AND ANSWERS
. . . about health insurance
William G. O'Brien
Blue Cross-Blue Shield, Statewide Plan
This column appears periodically.

A. As a public service, Mr. O'Brien answers questions relative to the Statewide Plan. Please submit your questions to Mr. O'Brien, Blue Cross-Blue Shield, Statewide Plan, 135 Washington Ave., Albany, N.Y. Please do not submit questions pertaining to specific claims. Only questions of general interest can be answered here.

Q. I am a retired State employee, and have coverage under the Statewide Plan. Does my coverage include payment for ambulance service if this service is not provided by the hospital?

A. If the ambulance is a service provided by the hospital to which you are admitted, then it is covered by Blue Cross. If you use professional ambulance service, then it is covered by Major Medical after you have satisfied the deductible and subject to the 100% co-insurance.

Q. To be eligible for Major Medical benefits under my Statewide Plan coverage, do I deduct $50 worth of expenses for each member of my family? I have five dependents who are covered in addition to myself.

A. While it is true that you pay the first $50 of covered medical expenses in any calendar year, there is a special family benefit which appears to fit your situation. This special family benefit provides that in any calendar year, the total family deductible shall not exceed $150 for all members enrolled under your family contract.

Q. My doctor says I need injections for hay fever. Does my Statewide Plan cover me for these?

A. Yes. Medications for allergies, not covered by the Statewide Plan when prescribed or administered by a doctor, Part I (Blue Cross) covers you if you are in a hospital. Part III (Major Medical) covers you if you are elsewhere, with the deductible and co-insurance applying.

PUBLIC RELATIONS I.Q.

(Continued from Page 6)

President Johnson wrapped around it. In reality, the law is an almost impenetrable jungle of Peleganganian-like obfuscation. New York's "Sunday News" recently featured a two-page article on the law with the headline, "Tell Me, Unravel the Golden Door," then concluded that the act was "a labyrinth of complexities."

ON WAY OF SLOWING UP the Immigration procedure is to insert "the small prints" which no one reads except the Federal officials and the lawyers who must live with the law. Mr. Peterson's "small prints" includes a Department of Labor certification that a shortage exists in a specific occupational or professional category and that if an immigrant takes a position in one of these categories no American will be displaced from a job.

DON'T LET anyone kid you, but the process can take as long as two years. We've been in government and we know that "paper shuffling" can turn a 90-minute appointment into a five-hour wait. The new Immigration law, hardly two weeks old, has won for itself the label, "Labor Exclusion Act of 1965."

LAWS SUCH as this one give Government the bad reputation for generating more and more red tape. The object of Government is to make life more simple. Instead, laws continue to be passed to make life more complicated. All this totals bad public relations for Government, particularly for civil servants who didn't pass the laws in the first place.

CIVIL SERVANTS are learning about good public relations for government. When will Federal and State legislators learn about it, too?

How to make a $100 impression for only $12.50

Give the new Parker 75 International ball pen in solid sterling silver.

Now, you don't have to be a mil-lionaire to give one.

The Parker 75 International ball pen in solid sterling silver, deeply engraved, subtly antiqued. It was inspired by the artistry of a London silversmith.

It's guaranteed for life. This means that if the Parker 75 International ball pen fails to perform flawlessly (with normal refill replacement), Parker will replace it free. That's quite a promise . . . but then this is quite a ball pen.

The new Parker 75 ball pen doesn't just look impressive . . . for ex- ample, the tip is stainless steel that writes a clear, clean line up to 80,000 words. And there are four points to choose from — extra fine to broad.

Also available . . . the Insignia in gold-fill at $20, the Vermeil (14K gold-fill sterling silver) at $25. Other international ball pens, from $5 to $75. All gift boxed, all guaranteed for life.
Dec. 22 is Last Day for See. Asst. Page Two 

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The Jefferson County Civil Service Commission will accept applications until Dec. 27 for an 

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Tuesday, December 14, 1965

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Dear Mayor Lindsay:

Your recent authoritative remarks in support of former Mayor Wagner, which I am sure will be reported in tomorrow's edition of the New York Times, brought back many pleasant memories of the Wagner era and your own contributions to it. The Wagner era was indeed a golden time, and your leadership will be long remembered. I am sure that you will continue to play a significant role in the future of the city, and I look forward to hearing about your successes in the years to come.

Sincerely,

Signed

Name

Address

SEND TO: The Jerry Finkenstein Foundation, c/o The Civil Service Leader, 97 Duane Street, New York City

Employees Submit Proposals

(Continued from Page 1)

John in the months between his assignment as State Chairman and the November election was a widely-acknowledged success. The proposals he submitted to the City were a shining example of the type of leadership that is sorely needed in the City. With his usual energy and determination, he worked tirelessly to ensure that the proposals were well-received and implemented. His vision for the City was one of unity and progress, and he was a true leader in every sense of the word.

I am confident that John will continue to be a strong advocate for the City and its citizens. He has demonstrated his commitment to excellence and I am sure that he will continue to make a positive impact on the City's future.

Sincerely,

Signed

Name

Address

DON'T REPEAT THIS

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Sincerely,

Signed

Name

Address

Free Tetanus Immunization For City Aides

Free immunization against tetanus (lockjaw) is now being offered to all employees of the City of New York and to their families under the Health Department's Vaccination Assistance Program. A high level of interest in the program has already been evidenced by a steady stream of volunteers from nearly all the City Department heads. In many instances, the aids have taken the lead, and many of its own medical facilities, plans are already underway to offer the tetanus immunization to their own employees. Some of the departments who are planning to implement their own programs with supplies provided by the City's Bureau of Laboratories are the Departments of Hospital, Correction, Civil Defense and the Transit Authority.

Leading the way is the Health Department, which will offer special immunization clinics for its employees on December 14 from 11 a.m. to 2 p.m., and December 21 from 8 a.m. to 2 p.m.

For further information and appointments consult the Health Department's 22 district health centers.

Principal Clerk
And Steno Jobs

The Personnel Office of Rockland County will accept applications until December 22 for promotion to higher positions. Applications should be filed at the Personnel Office, County Administration Building, New City, 8 a.m. to 2 p.m. Salaries range according to location and position. For further information and appointments contact the County Personnel Office, New City.
The Veterans Administration Hospital on Kingsbridge Road in the Bronx has announced through the Board of U.S. Civil Service Examiners that it is accepting applications for a written examination for Nursing Assistants.

The starting grade for this position is GS-2 with salary of $3,814 a year. On promotion to Grade GS-3 employees are eligible for a salary range of $3,914 to $5,400 a year.

Both men and women may apply for this job. There are no experience or education requirements but applicants will be required to appear before a panel for a personal interview and demonstrate the required physical dexterity needed for the handling of patients. In addition to the written test, all applicants must have received the age of eighteen years before they can be appointed.

All positions are to be filled at the hospital located on Kingsbridge Road in the Bronx.

This job is worked on a three-shift basis, 8-hour days.

Leg, Manual

(Copied from Page 2) dated each year to keep abreast of the continuing changes in government at the various levels. Copies may be obtained by the public at $2.50 each by writing to the Superintendent of Publications, 400 Ninth Avenue, New York 18, N. Y.

FREE BOOKLET by U.S. Civil Service Examiners, Veterans, 30 Bayard St., New York 7, N. Y.

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New Staffing Program in Mental Hospitals

(Continued from Page 1)

southeast being assigned to their hospitals, as well as others. It is a significant victory for their patients and for themselves.

In making the announcement the Governor stated:

"The program—known as post-staffing—is based on intensive surveys and pilot projects conducted by the State Department of Mental Hygiene over the past three years. I am hopeful that the program can be extended to two additional institutions during the current fiscal year. My 1966-67 Executive Budget will include a recommendation for post-staffing at several additional hospitals and state schools for the retarded. Ultimately, all our mental institutions will operate under this new concept of staffing."

Post-staffing is designed to assure basic services to all patients at all times. It will replace the present inadequate standard patient ratio system of staffing which has proved to be inadequate for new and intensified treatment methods and the highly specialized needs of our patients.

How It Was Done

The initial step in introducing post-staffing in a mental institution is a complete survey of the facility, followed by the establishment of a population classification of each ward by the needs of patients grouped therein. At Brooklyn and Buffalo, the department's service team divided the hospital's patients into eight classifications, including acute medical and surgical, chronic medical care, admissionlixir treatment, chronic intensive treatment, children, chronic non self-sustaining, chronic self-sustaining and convalescent self-sustaining.

Thus, an adequate staff is provided on each ward 24 hours a day to meet the individual and group needs of each patient. In addition, special post-staffing personnel are deployed as needed to meet the special needs of the patients.

The proposed post-staffing team's role is vital, as it is the first such program in the country.

Thanks To All, Says Flaumenbaum

FREEPORT—Irving Flaumen- baum, president of the Nassau chapter of the Civil Service Employees Assn. who recently was hospitalized, wished to thank the hundreds of well wishers and friends who took the opportunity to drop him a note during his recent illness. Flaumenbaum is back at work.