Pension Now Based On Highest 3 Years Pay For All State Employees

(Special To The Leader)

ALBANY—The president of the 172,000-member Civil Service Employees Assn., has hailed the new law allowing all public employees in New York State to compute their pension benefits on their highest three-year average salary as a "victory for CSEA and all the thousands of State and local government workers who believe in the State Employees Retirement System.

"We have fought for the enactment of this legislation for a long time," said Theodore C. Wenzl, "and now it has become a reality."

The measure, signed into law by Governor Rockefeller on March 31, becomes effective April 30, 1969.

The new computation system replaces the present one, which based pension benefits on the average of the highest five years salary or each employee. It will automatically apply to all members of the New York State Employees Retirement System, including employees of local governments.

Wenzl expressed confidence that other retirement improvements will be won as a result of current negotiations between CSEA and the State.

"All CSEA members and other public employees alike can be proud of our organization," Wenzl said. He also extended his personal thanks and that of CSEA members to Senator John Flynn, who sponsored the bill.

Teamsters Imperiling School District Pact, Flaumenbaum Asserts

MINEOLA—An underhanded raid by the Teamsters Union on the Plainview-Old Bethpage School District unit of the Civil Service Employees Assn. imperils chances of securing a one percent hike negotiated in the nearby Oceanside District, Nassau chapter president Irving Flaumenbaum warned this week.

" packed raids will probably cost the employees money," Flaumenbaum said in a message to the district's non-teaching employees, "because the school district will take advantage of the situation."

"The union is hurting the employees for selfish reasons, for their own benefit. A demonstration of political action committees means the bargaining power of the CSEA negotiating team now located in talks with the school district," he asserted.

The latest school district contract negotiations— in Oceanside, where there was unquestioned solidarity—gives employees a minimum of nine percent across-the-board pay boosts and up to 11 percent under a merit-pay program.

It also adds a $200 longevity step after twelve years, 14 paid holidays, an 85 percent disability at 62, 20 percent of pay for any accident or illness off the job, plus other fringe benefits.

It was the latest in a series of gains made in the school district by CSEA negotiators. Indi­vidual employees will gain from 5000 to $11,000 in pay depending on shift and seniority. The Plainview-Old Bethpage talks went to impasse, however, as the unit and some of its of­ficers were being pressured to return to the bargaining table.
help on a pension bill that would allow them to retire at full pay after 30 years service. They hope to convince Senators and Assemblymen that such a bill would keep experienced men on the job for up to 16 years longer than is the pattern now. Although these and numerous other pieces of legislation would have to be approved by the executive branches of government, wise public employee unions know that the biggest tasks is getting legislative approval and—Taylor Law or no Taylor Law—they have been going down this route in order to gain major goals.

There is another reason, of course, why it is particularly wise to get the legislative stamp of approval first. Senate Majority Leader Earl Brydges and Assembly Speaker Percy Duryea have had a long time to get Governor Rockefeller's austerity budget passed this year. If there is any good news coming out of Albany, they should get a fair share of the credit.

Schenectady
CSEA Unit Sets April 18 Meet

SCHENECTADY — The City of Schenectady unit, Civil Service Employees Assn., will hold a general membership meeting April 18 at the Schenectady Elks Club, 615 State St. All members are urged to attend since the chapter wants to begin preparing a contract for 1970.

Negotiations between the City and the CSEA for the 1970 contract are scheduled to begin in August, 1969.

Negotiating Agent

ALBANY — The State Public Employment Relations Board has certified the Clarkstown School Building and Grounds Employees Association as negotiating agent for the school district in Rockland County.

BUSell Moves To Legal Post With Human Rights Comm.

After thirty-nine years of service in the State Insurance Fund, the last twenty of which were in the Fund's Legal Department, Louis Busell moved over to the Commissioner of Human Rights, 276 Broadway, New York City, as Associate Attorney.

Busell started in 1930 as a workmen's compensation claims examiner and worked his way up to one of the highest legal positions in the Fund supervising the work of the Appeals Unit before the Worker's Compensation Board, Appellate Division and Court of Appeals.

He has been a member of the Civil Service Employees Assn. for many years. He is chairman of the State Insurance Fund Chapter CSEA Committee for Improvement in Employees' Retirement Law and a committee member of the Association's General Committee on Retirement Benefits.

A farewell lunch was held on the eve of his departure at stark's Restaurant on March 24th. On the following afternoon at an office collation, the Fund's general attorney, Herbert Lasky thanked Busell for his loyal services over the many years that they worked together and expressed the wishes of the staff for continued good health in his new office.

STATE TRANSPORTATION CHAPTER IN ST. LAWRENCE COUNTY RAPPS LEGISLATORS BARCLAY & KEENAN

ODENSBURG — Directors of the St. Lawrence County State Transportation chapter, Civil Service Employees Assn., have sharply criticized two Republican legislators for voting against Taylor Law amendments.

Target of the CSEA wrath were Assemblyman Edward H. Barclay, Pulaski, and Assemblyman Edward J. Keenan, Ogdensburg.

The amendment, "a hard blow" to employees of the St. Lawrence County segment of the State CSEA, was defeated, 13-64, by the Legislature.

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Central Conference Votes To Create Political Action Committee; Kasson Unopposed On Presidential Ballot

(From Leader Correspondent)

VESTAL—The Central New York Conference of the Civil Service Employees Assn., has voted to create a political action committee.

Conference members, at the annual Spring meeting at the Holiday Inn here, voted Arthur F. Kasson, Jr., conference president, to appoint members of a bill being sponsored by Sec. Thomas LaVerne (Rochester).

Flaumenbaum Leads Opposition

Opposition to the LaVerne bill was led by Irving Flaumenbaum of Nassau County, second vice-president of the State CSEA.

The recommendation included putting an end to longevity increments and eliminating the short summer-week enjoyed by some Onondaga employees.

Kasson Notified

The Conference voted to send a letter to Mulroy indicating its strong support for the Onondaga chapter's position.

Flaumenbaum and J. Arthur Tenyka, Utica chapter president-elect, expressed their opposition to the LaVerne bill during the President's "Sound Board" session.

"This bill is so new it doesn't have a number yet," Flaumenbaum said. "It's just called the LaVerne Bill for amending the Taylor Law."

The recommendation included putting an end to longevity increments and eliminating the short summer-week enjoyed by some Onondaga employees.

He explained that with a unit or agency shop a recognized employee organization would collect membership fees or their equivalent from all employees benefited by negotiations.

Flaumenbaum questioned whether part of the bill would be legal. "I'll like to see them take money out of my pay check if I don't sign for it," he said.

His major objection to the LaVerne proposal was the clause that would abolish Public Employee Relations Boards that have been created by municipalities below the State level.

"The bad part of the proposed law is that they are trying to get away with the local PERBs and put all decision in the hands of the State Legislature (the State PERB) that has shown it is anti-CSEA," Flaumenbaum said.

The "agency shop" clause of the LaVerne proposal did not draw much fire. John D. Corcoran, Jr., regional field supervisor, pointed out there are many public employees enjoying the fruits of CSEA bargaining, without being members.

"They aren't members, but they are the first line in the paybooks and take advantage of everything that we do," he said.

There were some strong reactions from the business meeting that were raised during the conference.

"The immediate task of this committee is to look for the repeal of the 1968 amendments to the Taylor Law," Blake said. "We are planning a rigorous campaign to contact all members of the Legislature who voted for the amendments and we will participate actively in the future legislative and gubernatorial campaigns.

Conference president Max Benko who appointed the committee noted that he was preparing to contact the Statewide CSEA Board of Directors for funds to support the political activities.

Also appointed at the March meeting here were members of the nominating committee to prepare a slate of officers for the conference's election at Hidden Valley, Dude Ranch in Lake Luzerne on June 21. Named to the committee were Al Briere of the Division of Employment; Marla Barr, Transportation; Eleanor Chamberlain, Education; Blake and Patrick Rudledge of Motor Vehicles.

Kraneker was the principal participant at the Mini-workshop conducted to discuss the CSEA's Statewide legal assistance program and grievance procedures.

He was adusted by Connie Parson of the Social Services Department; Vito D'Ariano of the Thruway Authority; Whitlum and Timothy McNamee of Transportation.

In other action, the conference discussed the coming performance of "A Lion in Winter" at the Hoffman Theatre for which conference members may purchase special discount tickets during the two periods.

Discount coupons are available through Conference chancellors, to members who wish to attend performance of the award winning film. The film stars Peter O'Toole and Katharyn Hepburn and has been nominated for seven awards.

The special coupons enable members to purchase tickets at a substantial discount for the performances of the film on April 12 and April 26 only. (Continued on Page 16)

Capital Conference Appoints Political Action Committee; Funds Sought for Activities

ALBANY — The fifth Civil Service Employees Assn. conference — Capital District — has appointed a political action committee, following the lead of the Statewide Association.

Chairman of the Capital Conference's committee will be Donald Blake of the Division of Identification and Investigation, assisted by Thomas McMonough of Motor Vehicles, Abe Kraneker of Law, Jean House of the Thruway Authority, Robert Whitlum of the State University at Albany, John Valley of Rensselaer County, jean D. Corcoran of Transportation.

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Toastmaster — Joe Deasy, Jr., city editor of The Leader, will be the toastmaster at the annual dinner-dance of the Westchester unit, Civil Service Employees Assn. on Saturday, April 22, at the Post Lodge Restaurant, Larchmont. Tickets for the affair can be obtained from Irene Ameral, 911 W. 8th Street, New Rochelle. Tickets are $5.00 each. The dinner-dance will feature a full buffet and the entertainment of the MacClaren Troupe.
Good Reasons for joining C.S.E.A. Accident • Sickness • Income Insurance Plan

1. Money for living expenses when you need it most.
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8. Worldwide coverage, so you can travel internationally without worrying about insurance.
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Please send me information concerning the CSEA Accident and Sickness Income Insurance Plan.

Name
Home Address
Piece of Employment
Date of Employment

P.S. If you have the insurance, why not take a few minutes and explain it to a new employee.

Where to Apply For Public Jobs

The following directions are to apply for public jobs in New York City.

CITY

NEW YORK CITY—The Applications Section of the New York City Department of Personnel is located at 49 Thomas St., New York, N.Y. 10013. It is in the southern part of City Hall, opposite the Broadway station.

Applications: Filing Period—Applications are taken 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 application in person or by his representation at the Applications Section of the Department of Personnel at 49 Thomas St., New York, N.Y. 10013 Telephone 888-8882. 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 filling of applications.

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

The Applications Section of the Personnel Department is on the Chambers Street stop of the main subway lines that go through the area. These are the BMT Avenue Line and the IND Fulton Avenue Line. The IND Fulton Avenue Line stop is use to be Brooklyn Bridge stop and the IND QT and RX lines' stop is City Hall. Both lines have exits to City Street, a short walk from the Personnel Department.

STATE

STATE—1355 Ave. of the Americas, New York, N.Y., A.M. 438-5506; Governor Albright R. E. Smith State Building, Albany, N.Y. 250; Genesee Building 1 West Genesee St.; State Office Building, Utica; 500 Montgomery St., Rochester. (Wednesday only?)

After 5 p.m. telephone 438-3811, give the job title which you are interested in, your name and address.

Candidates may obtain applications for State Jobs from the New York State Employment Service.

FEDERAL

FEDERAL—Second U.S. Service Region Office

612 Federal Plaza at Duane and Broadway, New York, N.Y. 10007. Take the IND Lexington Ave. Line to City Hall and take two blocks north, or take other train to Chambers St. Broadway Station.

Hours are 8:30 a.m. to 6 p.m. Monday through Friday. Also Saturdays by appointment. Phone 573-6101.

Applications are also available at main post office entrances, New York, N.Y. Post Office.

Board of examiners will be at the usual locations.

We understand.

Walter B. Cooke
Termination On Probation

WHILE A PROBATIONER may be dismissed for unsatisfactory services with a statutory hearing on charges of incompetency or misconduct, the Courts protect him against arbitrary dismissal. Justice J. Irwin Shapiro recently decided the applicable legal principles with logic and clarity in the case of Zagor v. Wyman (New York Law Journal, March 4, 1969, page 38).

ZAGOR'S PETITION to the Court sought annulment of the termination of his probationary position as a "Youth Parole Worker A" assigned to the New York State Department of Social Services. He alleged he was deprived of due process of law and of the equal protection of the law.

His NOTIFICATION of dismissal was in the form of a special delivery letter from Thomas E. Houlihan, Director of Personnel. Mr. Houlihan said the reason for termination to be that the Department of Social Services did not consider the continuance of Zagor's services to be in the best interests of the State. However, Mr. Houlihan did not supply any details.

EVALUATIONS of Zagor's work had always been superior. Formal evaluations reported that Zagor possessed many positive assets. He was credited with mental alertness and ability to grasp quickly new concepts relating to complex plans of treatment. The quality and quantity of his work was regarded as being "outstanding or above".

ZAGOR ALLEGED that upon information and belief his dismissal was caused by a groundless accusation of homosexuality. When he was in the United States Army, a soldier in applying for a medical discharge as a homosexual, Zagor was told he would not be considered for good faith and without arbitrariness or capriciousness. Among other cases cited, the learned Jurist referred to the leading case of Silverman v. Taylor. In that case, the Appellate Division held there was a triable issue of fact as to whether the dismissal was caused by a groundless accusation of homosexuality and that even if the accusation were true, his dismissal was not warranted in view of his excellent work record.

JUSTICE SHAPIRO reviewed the legal authorities applicable to the status of a probationary employee. He noted that the appointing officer's authority to dismiss an employee is not absolute, but must be exercised in good faith and without arbitrariness or capriciousness. Among other cases cited, the learned Jurist referred to the leading case of Silverman v. Taylor. In that case, the Appellate Division held there was a triable issue of fact as to whether the appointment authority had the duty to come forth with evidence indicating that these actions were arbitrary and capricious.

TO SIMILAR effect, the Court in Howard v. Kross ruled that if a substantial issue of fact is raised as to whether the dismissal of the probationer is in good faith, he is entitled to a trial by jury.

THE PROBATIONER's protection against arbitrary dismissal was lucidly summed up by Justice Shapiro in the following statement:

"It is apparent, therefore, from these authorities that while a probationary employee does not have the right to a hearing and of having the charges against him specified, he does have the right to be protected from actions which are arbitrary and capricious. It is also clear that one seeking to overturn the action of the appointing authority has the duty to come forth with evidence indicating that these actions were arbitrary and capricious."

INSTEAD of interposing an answer, the respondents moved to dismiss the petition by the defendant, who had observed that when such a motion is made the Court must assume the truth of the allegations of the petition. As noted, the petition alleged he was dismissed because of an unproven accusation that he had a single homosexual experience.

UNQUESTIONABLY, dismissal was apparently based upon pure speculation. Of course, the question whether the petitioner could be dismissed on the basis of a proven homosexual experience was not before the Court, and the respondents were directed to answer the petition.

City Employees' Retreat Slated For April 25

The annual City Employees' Retreat for men will be held over the April 25 weekend at Mt. Manresa Retreat House, Waven Island. Hon. C. Russo, Deputy City Director of Labor Relations, has announced.

The retreat band, which now numbers over 50 men employed by various City agencies including the Police and FireHeart and Lung bills—among the Police and FireHeart and Lung bills—among the Police and FireHeart and Lung bills—among the Police and FireHeart and Lung bills—among the Police and FireHeart and Lung bills...
A sports car for people who have better things to spend their money on than a sports car.

If $6,000 sports cars were one of life's necessities, a lot more people would buy them. Instead, they save their money to send their kids to college.

And it's college kids who drive the sports cars. This didn't seem quite sporting. So Volkswagen came out with the Karmann Ghia. It looks like a $6,000 sports machine. The body's original Italian design. But it carries a modest Volkswagen price tag.

$2365* Volkswagen Karmann Ghia

Suggested Retail Price, East Coast P.O.R. Includes Extra Delivery Charge. If Any. Additional Whitewalls Optional at Extra Cost.
Research for Protection
...so more will live.

More than 43,000,000 Americans now living will develop cancer unless effective means of prevention are found. Only research will provide the knowledge necessary to allow saving 50 percent for whom there is no cure at present. The American Cancer Society's national research program supports the work of hundreds of scientists who are endeavoring to learn how cancer starts, and how it can be halted, or even reversed or prevented.

Examination of the research projects supported by the Society shows that:...scientists are probing the biological and chemical processes that underlie cancer, ...the two established methods of curing cancer — surgery and radiation — are being constantly improved. ...New methods for certain detection of cancer are being sought, ...an intensive drive is being conducted to find a chemical effective against cancer.

When will the final conquest of cancer come? No one can tell. But it will come.

Your support of the American Cancer Society's program through a voluntary contribution will hasten the day when all of us may be protected from this killer. Support their campaign this month.

Benefits for Protection
...so more will be secure.

More than 813,000 state and local government employees and their dependents are enrolled in the New York State program for health insurance. All have the unique benefits of Blue Cross. Over 83.5% selected the STATEWIDE PLAN: Blue Cross-Blue Shield-Metropolitan Major Medical.

Why such overwhelming preference for the STATEWIDE PLAN? One Important reason is that the Statewide Plan is backed by the pioneers in hospitalization and medical protection (Blue Cross-Blue Shield).

In addition to the broader basic benefits of Blue Cross and Blue Shield, there is the additional protection of a realistic Major Medical which protects against the day-to-day expenses of medical care, such as home and office visits, drugs, nursing, etc., in or out of the hospital.

Another important reason is that the Statewide Plan is tailored to the needs of public service employees.

Find out why eligible employees are choosing the STATEWIDE PLAN over other options by more than 51/2 to 1. Get all the facts.

Write to: The Statewide Plan Coordinating Office, 1215 Western Avenue, Albany, N. Y. 12203. Do it now.

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Engineer, Case Work Jobs In Westchester

Westchester County which pays assistant engineers (public health) and supervisors of case work (training) $9,000 to $13,170 per year, will accept applications for these positions through April 18.

The examinations will be held on May 24 and there are no residency requirements.

For the position of assistant engineer candidates must be eligible for a certificate as an assistant public health engineer issued by the State of New York, and must possess a certificate at the time of appointment.

For the position of assistant case worker candidates must possess a certificate at the time of appointment.

Use Zip Codes to help speed your mail.

Exams For Correction Posts: Many Trainee Jobs Now Open

May 17 marks the day of the New York City examination for correction officers, in both the trainee and regular job classifications. Both men and women are eligible.

For the trainee position, which starts at $4,000 per year, there are annual increments of $300 after each year of service. The maximum is $13,170. The Corrections Department's program for trainees has a large number of jobs to be filled.

Correction officers, both men and women, are paid $9,930 to $13,170 per year. There are increases of $231, $551 and $879 at the end of the first, second and third year of service, respectively. In addition there is a $170 uniform allowance, 11 paid holidays, health and hospital insurance.

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NEW YORK STATE'S NO. 1 GET-WELL CARDS!

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Architects, Teachers
Apply Thru April 18

Applications will be accepted through April 18 for the May 4 examination for assistant architect, at a salary of $9,930 to $13,170 per year. Apply through the same date for principal teacher, at $8,585 to $10,440. The latter position requires no test.

The teacher vacancy is with the Department of Hospitals, and both are for service with the County of Westchester. An education and experience evaluation will determine eligibility for the teacher post.

Candidates must have been legal residents of Westchester County for at least four months immediately preceding the May 4 test date and must be at least 20 years of age at the time of appointment.

Further information and applications are available at the Westchester County Personnel Office, Room 700, County Office Building, White Plains.

Assistant Planner
There were 16 candidates for assistant planner taking the medical exam recently.

Shorthand Reporter
A medical examination will be given to the 9 candidates for shorthand reporter recently.
State Promotion Test
Filing Closes April 14

State employees will get the chance to climb up the job ladder by way of promotion exams scheduled for May 24. The filing period runs through April 14.

The tests will include the following job categories:

**Interdepartmental**
- Landscape architect, G-19;
- assistant architect, G-18; senior research analyst, G-23; senior engineer, G-23; senior biochemist, G-18; associate biochemist, G-18; senior bacteriologist, G-23; and associate bacteriologist, G-23.

**Agriculture and Markets**
- Senior farm products inspector, G-16; supervising farm products inspector, G-19; senior market representative, G-19; associate market representative, G-19; senior food chemist, G-18; and associate food chemist, G-23.

**Other Departmental Promotions**
- In the Conservation Department there will be promotions to park engineer, G-19; senior park engineer, G-23; and sergeant, park patrol, G-15; The Education Department will hold an exam for senior engineering clerk, G-27.

The Executive Department will hold an exam for senior budget examiner (public finance), G-23; associate budget examiner (public finance), G-27; senior research analyst (equalization and assessment), G-23; and capital police sergeant, G-12.

The Health Department will hold an exam for senior bacteriologist (virology), G-18; and associate bacteriologist (virology), G-23. In the Department of Labor there will be exams for senior unemployment insurance investigator, G-18; associate unemployment insurance investigator, G-21; senior research analyst, G-27; and senior compensation investigator, G-17.

**CIVIL SERVICE LEADER**

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**Stereo for butterfingers**

**DOWNTOWN AUDIO**

17 WARREN STREET
NYC 267-3670
22 Vacancies Exist
For Asst. Buyer Jobs

The grade 16 position of assistant buyer is now open, according to the New York City Personnel Department at 49 Thomas Street, which will be accepting applications for the post up to April 22.

The exam for the assistant buyer’s job, paying $4,400 to $8,300 per year, has been set for June 14.

Vacancies exist in various departments at the federal government in Manhattan. Applications are being accepted at the Personnel Department, 49 Thomas Street, until April 22.

Minimum requirements include possession of a high school diploma and an acceptable G.E.D. diploma. Also, two years of experience in purchasing a large volume and variety of materials, supplies, or equipment. Alternative requirements for the latter are either two years of satisfactory experience in a field closely related to college or university, or an equivalent in a field closely related to possession of a high school diploma and two years of satisfactory experience.

Many of the positions pay, in membership in a pension system and the social security system, a health insurance plan and the blood credit program.

All applications will be processed as soon as possible, but must be postmarked no later than April 15, and must be accompanied by a self-addressed stamped envelope.

Walk-Ins Exams Set Saturday
VA Hospital Attendants: Varied Locations Exist

Filling all potential hospital attendants who might like to work at locations such as the Veterans Administration Hospital in Brooklyn, the Bronx, Castle Point, Manhattan, or Northport.

Saturday is your day. The time for the walk-in examinations now being offered is 12:30 p.m.; the place is Room 5000 of the Public Building, Federal Plaza in Manhattan.

To enter at the GS-3 level, you need no previous training or experience. The beginning pay is $4,321 per year, with higher scales for night work. Positions seeking applicants also exist on the GS-3, GS-4, and GS-5 levels. The latter start out at $6,732 annually.

Vacancies exist in various departments at the federal government in New York City, or at the New York City Personnel Department at 49 Thomas Street, or at the New York State Employment Office in New York City, or at any federal hospital in the New York area.

Please lend me FREE Information on High School Equivalency.

Participants in the New York City Personnel Department’s process server examinations will be held Saturday, April 21. Salary scale goes from $4,300 to $4,450, and a pay hike may be in the offing.

Examinations for process server will be given by the New York State Civil Service Department at Eastern School, 721 Broadway, N.Y., 10003, on April 22. For information write or call Room 5000.

TRAVEL AGENT CLASS
BEGINNING APRIL 22
An intensive evening training program for men and women who are interested in working as travel agents, or in organizing tours, cruises, group and individual travel will open Tuesday, April 22 at Eastern School, 721 Broadway, N.Y., 10003, at 5:40 p.m. For information write or call for Room 88.

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6-4-6-4, for public, or to obtain a position at a better salary.
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TRAVEL AGENT CLASS
BEGINNING APRIL 22
An intensive evening training program for men and women who are interested in working as travel agents, or in organizing tours, cruises, group and individual travel will open Tuesday, April 22 at Eastern School, 721 Broadway, N.Y., 10003, at 5:40 p.m. For information write or call for Room 88.

Do You Need a
High School Equivalency Diploma
for civil service
for personal satisfaction
6-4-6-4, for public, or to obtain a position at a better salary.
Write or Phone for Information
Eastern School AL 4-5029
721 Broadway, N.Y. 10003
Please write me free about the high school equivalency plans.
Name
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MEDICAL LEGAL SECRETARY COURSES AT
MODEL AUTOSCHOOL
145 W. 14th Street
Phone: CH 2-7547

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(CLASS 3)
SPECIAL RATES
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CLASS 1 - 2 & 3
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College Trained Instructors, Private Instruction
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145 W. 14th Street
Phone: CH 2-7547

Process Server Deadline Nears
Examinations for process server will be given by the New York State Civil Service Department at Eastern School, 721 Broadway, N.Y., 10003, on April 22. For information write or call Room 5000.

At $149.50, less cartridge and base, it’s probably the highest priced automatic turntable available today. You’ll understand why when you see it.

The all-new Miracord 50H
We think it’s the handsomest, smoothest, quietest, gutsiest automatic we’ve ever seen, and the easiest to operate.

Come in this week.
AUDIO UNLIMITED
396 THIRD AVENUE
NYC
MU 2-3836
News Of The Schools
By A. L. PETERS

Dental Offices To Be Installed in Vocational HS in Brooklyn

Clara Barton Vocational Brooklyn, will soon have two with regular dental staffs.

DONOVAN, superintendent of dental clinics, will provide free professional services to students at the school. Beginning in Septem ber, students will be given an oral health checkup and those students taking the dental assistant course, will be given instruction in dental health education and practice for which they will be preparing.

South Beach, Bridgeport, has started their own dental office, equipped with modern instruments and materials for dental practice, have been installed at the school at a cost of $75,000. A further allotment of $15,000 will pay for professional dentists and the materials used.

Students who are graduated from the dental course will be qualified not only for a future job as a dental aide but also will be eligible for further training courses at a community college to prepare for a career as a dental hygienist.

The course at the high school will be given by qualified dental hygienists under the supervision of the Department of Dentistry of the City's Health Department, which has established a committee on dental health education and its courses.

The course will be offered at a cost of $250 a year. There is a demand for skilled help.

The dental staff at the high school includes a hygienist and two assistant hygienists for which they have been hired. The course will give a sense of achievement to the students.

Teacher Eligible Lists

The Board of Education has released a resolution calling for the establishment of a new teacher board for the district one and 13 on or before June 1, 1949, according to Board President John C. Donovan.

The Board of Education, as a part of its planning for the development of a community school district system, now pending before the next regular session of the Board, has called for the establishment of a new teacher board for the district one and 13.

Dental Office

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The teaching staff of the day elementary schools conducted by the New York City Board of Education had a sense of achievement, according to an evaluative report made public by the Board.

The summer program was conducted in 1968 public schools from July 8 to August 15, 1968. The program was designed to recruit skilled nurses in the shortest time possible was announced jointly today by Dr. Bernard W. Boswell, Chancellor of the New York University.

The program, which provides licensed practical nurses with an opportunity to acquire the knowledge and skills and education is scheduled to get underway this Spring.

The project was first proposed by Dr. James G. Hauchton, First Deputy Commissioner of Health, and Mr. Albert H. Bowker, Secretary for the Department of Health.

The pilot project is to prepare the first in the country a joint undertaking of the N.Y.C. Health Services Administration through the programs of the Board of Hospitals, Hunter College, and the N.Y.C. Department of Personnel.

Pilot Project At Hunter To Upgrade LPN Skills

An independent evaluation of the New York City 1968 summer program for children with retarded mental development found the project to be successful, according to the evaluation report.

The evaluation report showed that special emphasis was placed on the "warmth and good con­

The evaluators reported that 98 percent of the teachers reported that the children had an increased sense of achievement in the classroom.

Although the evaluators held a different view as a result of tests administered, the teachers also commented that the program was designed to help the large majority of participating pupils in attitude, aspiration, and in the academic areas involved—reading and arithmetic.

Seventy percent of the teachers indicated that strengths of the summer program were small class sizes, the ability to establish rapport with pupils and a relaxed atmosphere.

Two-thirds of the teachers praised the availability of additional personnel for the operation of administrative staff as well as of the students' custodial and good supervision and guidance. They also cited the availability of guidance personnel, as well as the inclusion of trips and special programs.

CUE observers noted that the orientation of the staff at both the teaching and administrative levels seemed to have been in operation of professional groups under the supervision of the Dentists Advisory Council of New York.

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Secretarial Help; Start At $5,145

All hands on deck — the typing deck. The Naval Investigative Service is searching for a GS-4 level secretary who can type. Pay ranges between $3,140 and $4,064 per annum.

The applicant to be chosen will provide secretarial, receptionist, clerical and typist services for the department. No examination is required for this post.

Further data and applications can be obtained from the Consolidated Industrial Relations Office, Room 700, County Office Building, White Plains.

Every father's daughter is a virgin

 בכורפזakah מחמותGOODBYE, COHANAH

A MAGNIFICENT TECHNOLOGY

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GOODBYE, COHANAH

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“Before Winter Comes”

explores the fine line between surviving and living...and it has been beautifully explored! Topol's vitality and strength is given full play!” — Judith Crist, New York Magazine

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Clerk-Typists For Federal Hospital

The U.S. Health Service Hospital in Richmond has openings for clerk-typists at $4,231 to $5,145 per year. Those wishing further information concerning these jobs should communicate by telephone, 447-2010, ext. 214, or visit the personnel office, U.S. Public Health Service Hospital, Ray and Vanderbilt Ave., Staten Island, N.Y. The hospital will make arrangements for taking the exam for the jobs.

AUTOMOBILES FOR SALE

SPECIAL: Resident all new Chevros. for members of the S.A.F. at 3% below retail list at Chevrolet, Bay Shore, N.Y. 11706.

LOW WEEKLY RATES, $10 up on beach

SOUTHERN TRANSFER

4 to 12 MIDNIGHT

GUARDS. ARMED

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Security Guard

for 12 MIDNIGHT

Opportunity for reliable person in Police Department to work as a part-time security guard at front vestibule hospital in the U.S. Dept. of Defense. Applicant must be a 21 yr. old male, have passed an examination as experienced guard or comparable related experience and be able to work at night. Starting Salary $572.60 PLUS $5.00 DIFFERENTIAL.

Call Mr. Banks • PL 7-9400

Help Wanted

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Guards/Armored

Good Pay/Pufis

All Shifts — Steady Work

Over a National City AGENCY (Same position open in all branches)

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City Taking Applications For Bus Maintainer B

The New York City Department of Personnel is accepting applications for bus maintainer, group B, and will continue to do so until April 22. Effective July 1st, the position pays between $4,055 and $4,400 for a 40-hour work week.

More than 50 vacancies are expected during this year, and many more vacancies are expected to become open during the life of the list, the department reports. In conjunction with the open competition in the maintenance exam, a promotion exam will be held. Although names appearing on the promotional list are not finally recommended until the promotion examination is held and reviewed, consideration is expected that there will be sufficient vacancies so that the competitive list will be used as well.

Bus maintenance, group B may be required to work day, evening, or night shifts, including Saturdays, Sundays and holidays depending on the service needs of the New York City Transit Authority's need.

Minimum requirements are four years of semi-skilled experience at the level of mechanic in the general maintenance or repair of passenger automobiles, trucks, or buses including engines, (gasoline, diesel, or aircraft), transmissions, or brakes, and of such experience or relevant trade education will be credited on a basis of six months of credit for each year of such experience or education.

Applications are obtainable from the Department of Personnel, 49 Thomas St., New York 10012. All mail requests for applications should be postmarked no later than April 15, and should be accompanied by a self-addressed stamped business-size envelope.

The test date, May 24, is tentative, and the exam will cover automotive equipment and materials, maintenance and repair methods, troubleshooting, operating principles, safety, proper work attitudes, and other related subjects. Candidates who pass the written test will have to take a qualifying medical and physical test before appointment.

Bus maintainers, group B mainly install, inspect, test, alter, and repair all mechanical, hydraulic and pneumatic equipment of buses and other automotive vehicles, including engines, clutches, transmissions, etc.

Civil Engineer

A medical examination was taken by the 94 candidates for civil engineer recently.

Federal Clerks Sought For New York Offices

Clerk-typists and file clerks, GS-2 positions, are needed by the New York pay center of the Social Security Administration. The GS-2 jobs pay $4,231 per year, and the GS-3 pay $4,400.

Candidates accepted for the GS-2 level will be eligible for promotion to the GS-3 position after completion of six months of satisfactory service. All federal civil service employees salaries will be increased effective July 1969.

Examinations will be held at the payment center, 94-45 Horace Harding Expressway, Rego Park, N.Y., on Fridays through the end of April. To reserve a test date call 609-2601.

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Stuart, Florida

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$4,055.00 TO EVERYTHING IN REAL ESTATE P. FULPIN, REALTOR

WRITE REQUIREMENTS: PL 567-2228

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Compare your cost per day $4,500 the 1st. Peterborough from New York City. $400, Philadelphia, $365, Albany. $412. For an estimate in any destination in Florida.

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AND STORAGE CO. INC.

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Farms & Country Houses, N.Y. State

2/5 ACRE "A" FRANCE $9500

Year round rental. Good Schools. Somerset, N.Y. 10083. Write, 823-1871

Help Wanted

Security Guard

for 12 MIDNIGHT

Opportunity for reliable person in Police Department to work as a part-time security guard at front vestibule hospital in the U.S. Dept. of Defense. Applicant must be a 21 yr. old male, have passed an examination as experienced guard or comparable related experience and be able to work at night. Starting Salary $572.60 PLUS $5.00 DIFFERENTIAL.

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CENTRAL CONFERENCE MEETING HIGHLIGHTS

Story On Page 3
Nassau County Health Department
Unit CSEA Tours

DISCOVER ITALY — July 20-August 5. Hotels, Meals, Jet, Sightseeing, etc. $400.00.

CURACAO — Nov. 9-16 — $270.00. Meals, Jet — Curacao Hilton, etc.

For info contact Mary Calafalpe, Sec'y. CSEA, 26 E. Jefferson Ave.
Mineola, New York 11501
Central Conference Sets Political Action Comm.

(Continued from Page 3)

ALBANY — Leaders of the Civil Service Employees Association have once again pressed the State for an answer to the unresolved arbitration of Ray Brook State Hospital in Northern New York.

In an appeal to State Budget Director Dr. T. Norman Hurd, CSEA president Theodore C. Wenzl called upon the State to give CSEA’s “definite advice” as to what will happen to the inpatient, outpatients, for whom the hospital patients, when it is closed in the near future.

Wenzl said that CSEA’s request that the institution be used by some other State agency so that the 155 employees there could be retained. “Ray Brook workers have given long and devoted service to the State,” he said, “and their experience and devotion should not be wasted.”

“Office of the Attorney General” is to arrangements made by the State for the compensation of employees of that facility,” he stated.

It has been reported that the State’s way of handling the matter is of concern to many employees interested in the hospital.

Wenzl Blasts State’s Snow Time Denial As ‘Arbitrary Stand’

(Special To The Leader)

ALBANY — The Civil Service Employees Association has blasted the State Civil Service Commission for its arbitrary denial of snow-time pay to employees who were prevented by weather conditions from working during the snowstorm Feb. 19-21.

In a scathing letter to Commission President Evva H. Poston last week, CSEA president Dr. Theodore C. Wenzl accused the State of arbitrarily refusing to “give an inch” in the problem situation. “The State has done absolutely nothing to meet the problem,” he stated.

To prove his case, Wenzl cited the 1957 ruling wherein the State allowed the Division of Motor Vehicles to pay its employees for working in snow conditions just because the agency heads the right to use their discretion and judgment in allowing time off without charge to accumulated leave credits when extraordinary weather conditions prevented attendance at work. The discretion which agency heads had was an effective way of handling the severities of the situation which prevailed in their particular locations and was protected that ruling at the time.

The CSEA chief attacked the denial of snow-time pay by the State as providing a “reasonably satisfactory arrangement to cope with this difficult problem.”

“Your arrangement is very satisfactory to the State but very unsatisfactory to the employees,” he charged.

Contact Seminars Offered By CSEA Throughout State

(Special To The Leader)

ALBANY — E. Norbert Zahm, Director of Education for the Civil Service Employees Association, has announced that the CSEA will conduct negotiations workshops at CSEA chapters throughout the State.

The service is provided without charge by the CSEA to teach CSEA negotiations teams the patterns and processes that lead to successful contracts.

According to Zahm, the seminars cover instruction on preparation for negotiations, selection of personnel, steps in the negotiation process, talk procedures, contract writing, and danger points to avoid.

Settle Ray Brook Question Now, Wenzl Demands

(Continued from Page 1)

no longer had any role in the negotiations themselves.

The talks are being pressured by a committee of trustees, Edward L. Posner of the Plattsburgh school unit; Fred Basano of the Levity town school unit; and Muriel Dolan, business agent of Plattsburgh schools unit, all officers of the Nassau Chapters Council.

Flaumenbaum noted that the Triumphant Union had had the right under the law to challenge the CSEA role as the bargaining agent before or after the negotiations but failed to do so.

“Ray Brook was araise question about the solvency of employees in the midst of the negotiations is public advantage,” Flaumenbaum asserted.

The school district levied the tax.

The negotiations in Plattsburgh, Old Bethpage have been focused on gains similar to those achieved in other school districts this year, including a minimum pay and adjustment, 1% retirement increase to 1958, five personal leave days, improved mental health and dental plans, increased vacation and pay for unused sick leave on retirement or separation.

Nassau Court Aides Form Unit Of CSEA

(From Leader Correspondents)

MINEOLA — A new unit of the Nassau chapter, Civil Service Employees Association, has been formed to reflect the common interests of employees of all courts.

The new organization was approved by about 50 court employees at an organization meeting of the Workers’ Club at the Mineola Civic Center.

The organization was formed to deal with the problems of court employees but was formed with the county chapter staff.

Anthony P. Greco was chosen president for the new unit and Helen P. Muller, vice-president; Frances F. Sheehan, secretary; and George Kopf, treasurer.

A meeting will be scheduled shortly for the election of permanent officers and preparation for concerted action on court problems.

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Shenendehowa Elects

CLIPTON PARK — The Civil Service Employees Association of the Shenendehowa Central School has elected Leo Bonneau president and Alfred Masiatran secretary.

Other officers elected are: Ronald Willey, vice-president; John Flanagan, third vice-president; President; Henry Tarsall, treasurer; Mrs. Nancy Walker, treasurer; Mrs. Barbara Tidd, and assistant; Alfred Masiatran, and Wayne Hervey, sergeant-at-arms.

Wenzl Demands Of Hurd

(Continued from Page 3)

mon to Dr. Wenzl that the Statewide membership committees will include representation by school districts.

Two contests for Conference of district presidents will be held, Binghamton chapter president will oppose incumbent William M. Keenan of Owego, third vice-president, J. Arthur Tennis, Utica State Chapter, and conference treasurer will be opposed in his re-election bid by Thomas M. Liotta of Syracuse University chapter at Syracuse.

Mary L. McCarthy, president of the district chapter and chairman of the nominating committee, announced that Mrs. Florence Drew of the Binghamton chapter, was not seeking reelection. Conference secretary.

Mrs. Drew received standing applause for her past services. Mrs. Irene Curr of Oneonta was elected to succeed her.

In Rochester

Unfair Working Conditions

(D. E. Charged)

ALBANY — "Unfair" working conditions in the Rochester Division of Employment Relations Board have been indicated by the Civil Service Employees Association.

Asks PAC Money

(Continued from Page 3)

Members of the Conference will "Blimbo Into Spring" at the annual dinner dance at the Hyatt Thruway Motel, Washington Ave. in the Rochester area April 17, at the Hyatt Thruway Motel, Washington Ave. in the Rochester area.

The dinner will follow at 8:00 p.m.

Reservations are $6.50 per person eligible for membership in the Capital Conference BPA and should be made to Mrs. Irene Dougherty, 1 Bertha St., Albany, N.Y. by April 5.

Pass your Leader on to a new member.