CSEA Returns To Bargaining Table With State Officials

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CSEA & Mental Hygiene Dept. Train & Upgrade Employees

NEW YORK — The Civil Service Employees Assn. has launched a training program for mental health professionals to upgrade their skills.

The program, which will be held at the State University of New York at Stony Brook, will provide training in the latest techniques and methods of mental health care.

The program is being offered to all State mental health professionals, including psychiatrists, psychologists, social workers, and nurses.

Public Authorities Approve Retroactive 1-60th Plan

ALBANY — The State Thruway Authority and East Hudson Parkway Authority have approved retroactive 1-60th plans for their employees.

The plans, which will go into effect on July 1, will provide a one-time, retroactive benefit of $600 for each employee.

The two authorities are among the first to approve the 1-60th plan, which is expected to be adopted by other public authorities in the near future.

Troopers' Half-Pay Pension Veto Decried By Employees Assn.

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State Insurance Fund Cites Successful Year

More than 400 disabled workmen were returned to gainful employment last year through the retraining and reconditioning program of the State Insurance Fund, the state agency's executive director, James J. Carroll, reported last week. This is an all-time high for any year since the rehabilitation program was instituted in 1952, Carroll said in his annual report to the fund's commissioners.

In one case, the report said, a 40-year-old cab driver who had suffered multiple injuries was taught a new trade—photography—and is now operating his own business successfully.

In another, according to the report, a 38-year-old photo print operator who had sustained a hand injury underwent long treatment and training and is now employed as a teacher's assistant in a college art department with the prospect of becoming an assistant professor in the near future. He has exhibited his own paintings and these have received favorable critical comment.

The State Insurance Fund, operating along the same lines as an insurance company, is responsible for compensating injured workmen for job-connected disabilities and for covering their medical expenses. It was created by the Legislature for the purpose of insuring employers against liability for personal injuries death sustained by their workers.

In his report last week, Carroll said that the agency's success last year in rehabilitating the more than 400 injured workers resulted in a savings to the fund of previously projected reserves, of nearly $500,000. In turn, these savings were reflected in a lower net cost to the employees who are covered by the insurance fund under the State's Workmen's Compensation Law.

The rehabilitation program, carried out in cooperation with the Workmen's Compensation Board, includes physical reconditioning as well as vocational retraining. In the 15 years the program has been in effect, Mr. Carroll's report said, 3,217 claimants have been restored to gainful employment, for a total savings in excess of $5 million.

The commissioners of the State Insurance Fund, comparable to members of the board of directors of a business corporation, are statutory officials appointed by the governor. The agency has its main office at 109 Church St., New York, N.Y., and has other offices in Albany, Buffalo, Rochester, and Syracuse.

WALTER WINCHELL
writes about
Broadway and night life and celebrities and just about anything else, ou, or he, can think of.

NEW YORK DAILY COLUMBIA
New York's Newest Newspaper

CIVIL SERVICE LEADER
Tuesday, July 2, 1969

Your Public RelationsIO

By LEO J. MARGOLIN

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

The Court's Effect

AS WITH THEIR fellow citizens in the private sector, the public relations of civil servants is "the whole apple." THERE'S A SLICE of "the whole apple" for each action—job effect—of the U.S. Supreme Court. A NUMBER of occasions in which the justices have made significant changes in the public relations of civil service.

CIVIL SERVANTS must be certain that their public relations have all its slices intact, and that the apple shiny outside protects a delectable edible inside.

ONE SLICE of "the whole apple" which must not be overlooked is that slice which could bear the label—"U.S. Supreme Court—Civil Service." Most civil servants overlook this label, noting only the labels marking their relations with local and State legislative bodies, etc., etc.

CIVIL SERVANTS must be certain that their whole public relations apple has all its slices intact, and that the apple's shiny outside protects a delectable edible inside.

One of the most important cases in this column that all too often citizens not directly involved in public employment "are more equal" than public employees, and that those in the private sector are not subject to the microscopically scrutinizing in which civil servants are exposed.

ALTHOUGH THE U.S. Supreme Court has ruled that a lie against a public employee must be malice before it could be considered libel, the justices have not determined what right—if any—public employees have to protect themselves against careless use of untrue statements.

The Court's Effect

OVERALL, THE so-called "Warren Court" has made significant strides in equalizing the rights of the citizen in the public sector with those enjoyed by the citizen in the private sector. But much remains to be done by the Court before the Constitution's Bill of Rights is applied equally to public employment. Civil servants have to protect themselves against careless use of untrue statements. The Court's Effect also extends to the heart of a civil servant's public relations since careless accusations can destroy a civil servant's good public relations, built up over 25 years in a matter of minutes.

THUS, WHATEVER changes are made on the U.S. Supreme Court bench within the next few months will have a very direct effect on civil service and on total public relations.

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Delegates and Guests Are Shown at Annual Capital District Conference Workshop

May De Seve Honored By Capital Conference

LAKE LUCERNE—The annual dinner of the Capital District Conference, held recently at Hidden Valley Dude Ranch, here, was highlighted by the presentation of the annual President's Award to May M. De Seve, chairman of the Conference publicity committee. The award is made each year to a member of the conference who is not an officer, whom the executive committee has selected on the basis of outstanding service to the Conference during the year.

In making the presentation, Benko said: "Since assuming the office of president of the Capital District Conference, May De Seve has been invaluable to me and to the Conference in the performance of her duties as publicity chairman. Our Conference has had expert, professional news coverage in the newspapers, radio and television in the Capital District area. News of our regular and television in the Capital District Conference has been widely circulated so that not only our membership, but the general public is constantly aware of what the Capital District Conference is doing."

"During the past year," Benko continued, "Mrs. De Seve has successfully completed assignments on two special committees for the Conference. As chairman of the special influenza inoculation committee, she successfully coordinated a program combating a serious shortage of serum and widely scattered work locations which necessitated a number of clinics in different locations of the city. She has recently volunteered to lend the 1968 Journal Committee when it was feared that publication would have to be suspended for 1968 and we would suffer a loss of revenue as a result. We now will realize a substantial profit from a few weeks of energetic and dedicated effort. The choice was unanimous."

In recognition for services extended to the Capital District Conference during the year, special awards were presented by Benko to George D. Wachob, of Ter Bush and Powell and to William Parry of Blue Cross-Blue Shield.

Hazel Abrams, third vice president, CSEA, who is a former conference president, was the featured speaker at the banquet. Miss Abrams is the State-wide Association's coordinator on pension and retirement matters and the report that CSEA is at present formulating plans to prepare CSEA members for retirement by initiating training sessions which will include the spouses of married members who are contemplating retirement. They are also working on plans to amend the constitution so that chapters of retired members may be formed within the organization.

Other guests at the banquet were Norbert Zahm, CSEA educational director, Bernard Ryan, CSEA director of local government affairs; Jack Comboy, field representative and Dorothy MacTavish, CSEA secretary.

In other action at the workshop Benko revealed plans for a series of training forums on chapter officers to be held during the Fall. The series will be under the direction of Benko, who will also act as moderator at all classes in the series. Since the series are related to the new manual for officers to be released by CSEA in the immediate future, Benko will be joined by Norbert Zahm, CSEA educational director and other experts in the fields of officer duties and responsibilities covered in the Manual.

Zahm was the principal speaker at the workshop; this year devoted to the subject of chapter problems. He presented a summary "officers manual" now in preparation to the assembled delegates, touching briefly on each of the sections it will contain. In addition to sections outlining duties of officers in both State and county chapters, the Manual will contain a history of CSEA. It will list the services and materials available to chapter officers from headquarters, it will contain models of official reports required, a model chapter constit.
The case of the PUNCTURED “PORPOISE”

An Accident Insurance policy-owner, enjoying his summer vacation at a Cape Cod beach, was swimming off-shore when a nervous Cape Cod native mistook him for a porpoise and shot him in the left arm.

We admit this might never happen to you, but each year accidents and sickness cost millions of Americans a staggering toll in both disabilities and money.

The C.S.E.A. Accident and Sickness Income Insurance program, administered by Ter Bush & Powell, Inc., covers over 52,000 members. As a group they have already received benefits totaling millions of dollars. It could also pay you an income each month if an accident or sickness disables you.

We will be happy to send you complete information.

TER BUSH & POWELL, INC.

Schenectady
New York
Buffalo
Syracuse

FILL OUT AND MAIL TODAY...

TER BUSH & POWELL, INC.
148 Clinton St., Schenectady, N.Y.

Please send me information concerning the CSEA Accident and Sickness Income Insurance.

Name
Age
Address
City
State
Zip

Our 71st YEAR

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

July 29 Is Last Day To File For State Promotion Exams

Applications are being accepted until July 29, 1948 for New York State competitive promotion examinations to be held September 7, 1948. The examinations are open only to permanent employees in the department or promotion unit for which the examination is announced.

Interdepartmental
Sr. Accountant and Sr. Auditor, exam no. 33-237, G-16.

Audit and Control
Sr. State Accounts Auditor, exam no. 33-244, G-18.

Banking

Executive

Labor

Social Services

Public Service
Sr. Accountant (Public Service), exam no. 33-224, G-18.
Asst. Accountant (Public Service), exam no. 33-225, G-22.

Suffolk Co. Seeks Planning Aides

Suffolk County is accepting applications until further notice for the position of planning aide. Applicants for this position which pays from $200 to $250 a week, should have a bachelor’s degree in a related field of study, (architecture, planning, etc.), or an education-experience equivalent.

A written test will be given which will require an aptitude for drafting, maps technology, writing, oral and written interpretation and related skills.

For applications and further information contact the Suffolk County Civil Service Commission, County Center, Riverhead, New York or telephone PA 5-1000, ext. 246.

Jr. Architect Exam
Written examination for junior architect were administered last week by the New York City Department of Personnel.

Where to Apply For Public Jobs

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

CITY

NEW YORK CITY—The Applications Section of the New York City Department of Personnel is located at 580 Fifth Avenue, New York, N.Y. 10017. To reach the center blocks north of City Hall, one block west of Broadway.

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

Application blanks are obtainable free either by the applicant in person or by his representative at the Application Section of the Department of Personnel at 41 Thomas Street, New York, N.Y. 10013. Telephone 668-8720.

Mailed requests for application blanks must include a stamped, self-addressed business-size envelope and must be received by the Personnel Department at least five days before the closing date for the 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 or as stated otherwise in the examination announcement.

The Applications Section of the Personnel Department is near the Chambers Street stop of the main subway lines that go through the area. These are the IND 7th Avenue Line and the IND 8th Avenue Line. The IND Lexington Avenue stop to use is the Brooklyn Bridge stop and the IND 57th ST and 58th ST local stop is City Hall. Both lines have exits to the Chambers Street station, a short walk from the Personnel Department.

STATE

STATE—Room 1100 at 218 Broadway New York, N.Y. 10017. Owner of Chambers St. telephones 180-6000; Governor Alfred E. Smith State Office Building and the State Capital, Albany; Hotel 795, Geneseo Building 17 W. Genesea St.; State Office Building, Syracuse; and 560 Midtown Tower, Rochester, (Wednesday only).

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

FEDERAL

FEDERAL—Second U.S. Civil Service Region Office, New Build­ ing, 229 East 68th Street (at 2nd Ave.), New York, N.Y. 10021, just west of the United Nations building.

Take the IND Lexington Avenue Line and walk two blocks east, or take the IND from Times Square to Grand Central or the IND Queens-Plashing train from any point on the Grand Central Station to theling bus at 8:00 a.m. to 8:00 p.m., Monday through Friday. Also open Saturdays 9 a.m. to 1 p.m. Telephone 573-6103.

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

Syracuse, and 500 Midtown Tower, New York, N.Y. 10013. Telephone 668-8720.
PERB Denies Union Demand To Represent Bridge Painters

ALBANY — The director of representation for the Public Employee Relations Board has dismissed a petition by the Structural Steel and Bridge Painters Local 3, alleging that the board and its agents engaged in an unfair labor practice against them.

The board, in its decision, said it would not investigate the charge that the union had been breached in conducting business at a worksite.

The union, in its petition, alleged that the board and its agents had engaged in an unfair labor practice by consorting with other employees and soliciting their support for union membership.

The union also alleged that the board and its agents had engaged in an unfair labor practice by failing to give notice to the union of any pending or proposed settlement.

Mental Hygiene Doctors Protest Test Discrimination

ALBANY — The Department of Mental Hygiene is investigating the allegations of test discrimination by the State Association of Mental Hygiene Physicians.

The association, which represents 108 physicians, has claimed that the state's policy of promoting from within discriminates against physicians who do not have experience.

The association has also alleged that the state's policy of promoting from within discriminates against physicians who do not have experience.

Correction Columbia Assn. Sels Annual Scholarship Awards

The Columbia Association of the State of New York has awarded $11,900 in scholarships to 11 students.

The scholarships were awarded to students who have demonstrated academic excellence and who have shown a commitment to service.

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Work Swapping OK Under Law

ALBANY — Governor Rockefeller has vetoed a bill that would have allowed workers to swap their work schedules.

The governor said that the bill would have created confusion and would have made it difficult for employers to plan their work schedules.

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Welfare Group Meets

LAKE PLACID — The New York Welfare League has set up an annual meeting to be held on March 29, 1968.

The meeting will be held at the Lake Placid Inn, 500 Main St., Lake Placid, N.Y.

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LEGAL NOTICE

THE PROPER STATE OF NEW YORK COUNTY OF BERNARD SMITHTON, PLAINTIFF, AGAINST WILLIAM BISHOP, JR., ET AL., DEFENDANTS

A sum of money in the amount of $1,000,000 is being sought by plaintiff, Bernard Smithson, against William Bishop, Jr., et al., defendants, for breach of contract.

The complaint alleges that the defendant, William Bishop, Jr., et al., breached their contract by failing to perform certain obligations.

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Medical Stereograph

Filing closed.

The New York State Library has closed filing for the 1968 Medical Stereograph examination.

The examination will be held on July 7, 1968, at the New York State Library.

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Help Wanted

If you're looking for a job, there are plenty of opportunities available.

For information on all courses, please contact the CSEA Troy Unit at (518) 271-7100.

The CSEA Troy Unit has signed into law a measure already supported by the Civil Service Employees Association, which would enable State employees in the various State institutions and agencies to be "given" work time.

Realizing that the measure would be extremely limited in scope, affecting only those employees not entitled to overtime pay under the federal law, the Governor deferred his veto on the measure pending promulgation of rules by the Budget Director which would comply with the Federal regulations.
CIVIL SERVICE LEADER
Tuesday, July 2, 1968

A Big Stake

WHILE it is agreed that all City departments need an increase in manpower, the Police and Welfare departments, need it most. However, this department has taken a budget cut of some 18 positions at a time when fires and other emergencies are rising at an alarming rate. Fire Commissioner Lillian Walsh and Fire Chief Henry Shulman. The organizations are the need is $5,000. Even the dispatching force, one of the smallest but most vital units in the department, is warning when I become 66 in two months.

We urge Mayor Lindsay to work with his commissioners—one of the most capable in the department's history—and the Fire Department to find the department's needs and fill them. The safety of the firefighters and the City in general is at stake.

Don't Repeat This!

(Continued from Page 1)

...business of the Federal Government.

Unlike the past, when a session lasted less than three months and then in turn for only two days a week, the New York State Legislature has stayed in session since December 30, 66 and nearly six months a year. The exception was last year when the 1967 Constitutional Convention had to convene on April 4.

Even now, legislative leaders and the executive commission of men often work a full year on the problems of the State. Through Joint Legislative Committees and regular committees the leaders prepare for the coming legislative sessions.

Studies, decisions and compromises are the most of the officers of the Legislature while hectic activity is the rule of session days.

Many Wants It

But many more legislators want to participate a full year, full time. At present each legislation is paid $10,500 and a "bonus" of $2,000 and $1,000 for staff, maintenance and research personnel.

Chairmen of the legislative committees receive extra compensation, a budget for staff and research. Joint Legislative Committees are funded with huge budgets and the money is spent either on personnel or qualified staff people.

The problems of a complex modern department of the City’s legislators. However, the people of New York State will have to pay their elected representatives for a full year’s work. They will have to afford full-time staff. They will have to pay for expensive committee investigations. The people will have to understand the necessities of full-time work.

There is a trend, among both incumbent Assemblymen and Senate candidates, to support the idea of the full-time legislative office. Instance, Assemblyman Dan H. Adland in the third A.D. strongly supports an all-year session.

Too Much Rush

"Every year, we live through the familiar headlines." Stein argues. "The Legislature kills dozens of important measures or takes heavy action on bills requiring serious debate—in the rush to adjourn.

Stein believes, "We need a full-time legislature for the complex modern problems of urban crisis, such as, if the Legislature were in session today, I think an effective gun control bill would be passed."

The three-month, or even six-month Legislative session, Stein states, "in effect, disenfranchises the people of New York State.

Eisenbud Appointed

To Space Authority

Dr. Murray Eisenbud, Environmental Protection Administrator of the City of New York, has been named by Governor Rockefeller as a member of the New York State Atomic and Space Development Authority.

LETTERS TO THE EDITOR

Letters to the editor must be signed. Names will be withheld from publication upon request. They should not be longer than 300 words and we reserve the right to edit published letters as seems appropriate. Letters to the Editor, Civil Service Leader

Insufficient Pensions

Editor, The Leader:

In the June 18 issue of the Leader you published a letter submitted by Frank X. Curry, Sr., relative to the status of retired persons who paid into the Retirement System up to what it is today.

It is a known fact that many of our retired persons are trying for disability pensions which are not sufficient.

WILFRED J. LINDBERG,
46 Duane Street, New York, N.Y. 10007

Tenure Rights

THE TENURE RIGHTS of a civil service employee are carefully protected by our law. The authority of an administrative agency to penalize a tenured civil service employee is narrowly defined by law and must be precisely stated in writing in the regulations of the agency. It is there provided that the permissible penalties imposable upon an employee found guilty of incompetency or misconduct after a hearing are a reprimand, a fine not to exceed $100 or demotion or dismissal. The agency without pay for a period not exceeding two months, demotion, or dismissal.

Although the agency by a determination that he was guilty of incompetency or misconduct may have judicial review. The court may find that the determination of guilt was not warranted. Even if the determination of guilt is confirmed, imposed in a court of law, the penalty may be held not properly imposed. The court's authority in this respect is not determined by the Civil Service Law. It is governed by the Civil Practice Law and Rules, Section 7806(3). This statute enables the court to correct an abuse of discretion as to the measure or mode of penalty imposed. Accordingly, the court may substitute a penalty for that arbitrarily imposed by the agency without regard to the specifications of the Civil Service Law.

A NOW FAMILIAR illustration of the freedom of the Court of Appeals is a case of Wittmannv. Paterson. In that case, the Court of Appeals sustained a six-month suspension by the Appellate Division in lieu of the employee's discharge. The agency in this case could not have exceeded the two-month suspension allowable by Section 75 of the Civil Service Law. The very fact that the permissible penalties pursuant to the Civil Service Law jump from a two-month suspension to a six-month suspension suggests that amendment of the statute may be desirable to substitute penalties intermediate between two-month suspensions and dismissal. Perhaps, the agency should have discretion to suspend the guilty employee for a period up to six months.

Although the statutory provisions are clear, agencies from time to time violate the limits of the authority granted by Section 75 of the Civil Service Law to penalize the employee. A recent example is Hardison v. Terenzio (New York Law Journal, June 13, 1968).

After a Hearing the petitioner was found guilty of certain preferred charges. The determination in disregard of due process and freedom from arbitrary and capricious hearing charges. The court held that amendment of the statute may be desirable to substitute penalties intermediate between two-month suspension and dismissal. The petitioner was summarily dismissed without any further charges or hearing. This was not done at the end of the six-month period, but about ten months later. The court held that a penalty may be imposed in the case of future misconduct concerning which there has been no notice. Until after the six-month period, the penalty was reduced to a five-day suspension.

The employee had a right to assume that her record was satisfactory when no penalty was imposed upon the expiration of the temporary determination. The respondent had no authority to disregard the requirement of a hearing on stated charges.

Justice Layman stated that the determination of the petitioner by relation back to an earlier hearing rendered the protection of Section 75 of the Civil Service Law meaningless. The statute assures the tenured employee of freedom from arbitrary and capricious hearing charges. The Jurist held that if a penalty may be imposed in the case of future misconduct concerning which there has been no notice, the statutory protections would be rendered nugatory.

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Civil Service
Television

Tuesday, July 2

4:00 p.m.—Around the Clock—N.Y.C. Police Dept. Training Program—see Monday, 4:00 p.m.
5:00 p.m.—N.Y.C. Police Dept. Training Program—see Monday, 5:00 p.m.
5:30 p.m.—Community Action—The Community Council of Greater New York examines services in health and welfare available to New Yorkers in need.

Friday, July 5

10:00 a.m.—Staff Meeting on the Air—Officials of New York City's Dept. of Social Services answer phone-in inquiries from offices in the field. (CALL)
4:00 p.m.—Around the Clock—N.Y.C. Police Dept. Training Program—see Monday, 4:00 p.m.
10:00 p.m.—In the Law Library—see Wednesday, 10:00 p.m.
Saturday, July 6

1:30 p.m.—N.Y.C. Police Dept. Training Program—see Monday, 1:30 p.m.
10:00 p.m.—Around the Clock—N.Y.C. Police Dept. Training Program: "Stop and Frisk."

New York State Employees:
Keyed-up executives unwind at Sheraton

Unwind with special room rates ($8.00 single) at these Sheraton Motor Inns

BUFFALO—Sheraton Motor Inn (call 723-8314)
THURSDAY, July 5

NEW YORK—Sheraton Motor Inn (call 884-5123)
Friday, July 5

ALBANY—Sheraton Motor Inn (call 272-9000)
ALBANY—Sheraton Motor Inn (call 223-5709)
ALBANY—Sheraton Motor Inn (call 463-6601)
ALBANY CALL 463-5701 FOR RESERVATIONS. IN NEW YORK CALL CH 5709.

Sheraton Hotels & Motor Inns

Research for Protection
... so more will live.

It is estimated that there are now more than 350,000 blind people in the United States. Another estimate reveals that we may expect an additional 30,000 people to lose their sight in every year. Fortunately there are people who have been doing something about this serious problem.

The National Association for the Prevention of Blindness and its affiliated chapters have conducted a program of research, education and preventive service for over fifty years. The Society claims that more than half of all blindness could be prevented by full use of knowledge we already possess. It also states that more knowledge would undoubtedly have been acquired if more money were available for research.

While this program of research continues, programs of rehabilitation are being conducted. In every state there are agencies both public and private, which are helping blind people.

The National Society for the Prevention of Blindness warns that one out of every four school children is in need of eye care and that children's eyes, even before they enter school, should be examined regularly.

Every responsible person can help advance the research program that may eliminate many causes of blindness. A contribution to your local Association for the Blind is a concrete way to help.

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

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

The Statewide Plan—since its beginning in 1957—has been improved and expanded to provide more protection for eligible persons and their dependents against the steadily rising costs of hospital and medical care.

Medical research has given mankind more ways to prevent illnesses and cure them when they strike. Hospitals and doctors are far better equipped to effect cures than they were a few years ago.

The benefits of the STATEWIDE PLAN are constantly being expanded to meet the needs of those it serves—employees of New York State, other governmental units and agencies and their dependents.

The Major Medical provisions of the STATEWIDE PLAN—provided through the Metropolitan Life Insurance Company—are important. When the total amount of covered medical expenses incurred by a member (or one of his or her dependents) is not covered through Blue Cross-Blue Shield and/or exceeds the benefits under the basic Blue Cross-Blue Shield contracts, the Major Medical expense benefits will cover 60% of the excess covered medical expenses up to a maximum of $10,000 during a calendar year or $20,000 during a lifetime, for each covered subscriber. The initial amount for a member, or an eligible dependent of a member, is the first $50 of covered medical expenses in any calendar year.

If you are not now enrolled in the STATEWIDE PLAN, get all the details on how you may enroll from your Payroll or Personnel Officer.

BLUE CROSS* Symbols of Security
ALBANY • BUFFALO • JAMESTOWN • NEW YORK • ROCHESTER • SYRACUSE • UTICA • WATERTOWN
THE STATEWIDE PLAN — COORDINATING OFFICE — 1215 WESTERN AVENUE, ALBANY, N. Y.
TRY THIS QUIZ!

DID YOUR MEDICAL PLAN PROTECT YOU AGAINST...

- Out-of-Pocket Expenses for Doctor Visits?
- Maternity Bills?
- Extra Charges for Surgery?
- Extra Charges for Specialist Care?
- Confusion over panels of participating doctors?
- Uncertainty as to services covered in full or in part?
- Limitations on Certain Services?
- Filling in claim forms?
- Discussion of fees or Income with the doctor?

If you belong to a medical plan, we suggest you check the above list against your family's experiences with medical care over the past year or so.

If you can check the "yes" box for every question, you are either an H.I.P. member or you haven't had much need for doctors' services lately.

*In H.I.P.'s basic service program, claim forms are needed only for emergencies requiring the use of non-H.I.P. physicians. They are also needed for optional benefits such as anesthetics and prescribed drugs and appliances.

Sales Store Jobs
Open in N.Y. Area

Sales store checker are needed at $4,486 (GS-8) for posting with various Federal agencies in the Metropolitan New York City area. Applicants must have six months of general clerical experience, or six months of study beyond high school. They must also have six months of experience in a sales store check, such as operating a cash register, bookkeeping machine or related work. Applications may be obtained from the U.S. Civil Service Commission, 220 E. 42 St.

Help Wanted - Male

COLLEGE GRADUATES, Men and Women

What Happens To People Without Hope?

Nobody hires alcoholics. Or kids. Or a blind man who can't see, or a cripple who can't move. These people are too costly to keep around. Or is that a way of saying they're too cheap? If we've got to waste $4,000 on a cripple who can't move, why not waste it on an old soldier who can't see? It doesn't matter in the winter and spring at the first frost in the winter. Nobody wants to deal with them. There are half a million of them all over the U.S.

It is not an economic problem. You can't buy off poverty. People who've gone into the business of helping the poor are usually ended by circumstances. People who can't stand the smell of the people they're helping. People who think it's better to stay in the office and pay your taxes.

Case workers are funny people. In an age when it's highly fashionable to be anything but a case worker, they knock themselves out for other people. And when they turn around and tell you that they're doing it for themselves.

Be a Case Worker if you're funny that way. After 6 months you make $7,200.

And all the benefits the city can give you.

Any college graduate can apply.

Listen, if we can beat this thing in N.Y. we can beat it anywhere. Help Thy Neighbor.

Apply in Person For Aptitude Test,
NYC Personnel Dept.
July 2, Tues, 9AM or 1PM
40 Worth St.
(Mezzanine) N.Y.

Future Test Dates:
July 16; Aug. 4
Tues, 9AM or 1PM
40 Worth St.
(Mezzanine) N.Y.

Or Call 212-433-3469;
After 5PM & Weekends
Call 212-433-2650

Or Request Brochure

New York City

DEPARTMENT OF SOCIAL SERVICES

Recruitment Section
200 Church St., NY, NY 10013
An Equal Opportunity Employer
Official Key Answers

The New York City Department of Personnel has released key answer charts for two recently held City examinations. The two tests were Fireman, Fire Department and Promotion to Special Officer in the Health Services Department. The tests were held June 15 and 16.

Fireman, Fire Department
Rating Key Answers

Morning Test June 15

1. A, B, E, C, G, A, A, C
2. B, C, A, D, B, C, D, B
3. C, D, A, B, B, A, C, B
4. C, B, D, A, B, B, C, A

Afternoon Test, June 15

1. C, A, D, A, A, B, A, A
2. A, T, E, B, B, C, D, E
3. C, D, 12; 13, C, 14; 12, B
4. D, 17; A, 18; A; 19; B
5. A, D, 20; B, D, 21; B, C
6. D, C, 22; B, C, 23, D; 24, B
7. A, B, C, D, B, B, A, C
8. A, D, C, D, A, D, B
9. D, 41; B, D, 42; B, C, D, B
10. C, A, B, C, D, B, B, B

Fireman, Fire Department
Rating Key Answers

Bond requirement for eligibility to retire on disability remains unchanged.

Promotion to Special Officer (Health Services Administration)

Proposed Key Answers

Held June 15

1. B, E, C, G, A, A, C
2. B, E, C, D, B, C, D, B
3. C, D, A, B, B, A, C, B
4. C, B, D, A, B, B, C, A

Clothing Maker

New York State annually turns out some 4.2 billion worth of apparel, the State Commerce Department says. Centered mainly in New York City, the State's manufacturers of women's dresses, coats, blouses and furs account for about one-half of the U.S. production of apparel, as measured by value added by manufacture.

Motor Vehicle Aides

Plan Trip in Fall

ALBANY — Members and friends of the Albany Motor Vehicle chapter of the Civil Service Employees Association are planning a fall trip to Nassau in the Bahamas.

The group will leave Kennedy Airport on Oct. 19 and return on Oct. 26. Price for the tour is $425 per person. Included in the package are: round trip jet fare from New York to Nassau; round trip transfers from Nassau International Airport to hotel; six-night lodging at the Montague Beach Hotel (two in a room); meals and a full day under the Modified American Plan; rum swims parties; Catalina cruises; a tax-free day of shopping and an escort traveling with the group.

Members and friends of the chapter who wish more information may write or call: Karen L. Fink, 221 Ernest Blvd., Albany, 586-5492; Sandy Kuehn, 1 Temper­ land Dr., Loudonville, 605-5003, or 605-862; or Cathy Grande, 414 Fourth St., Troy, 21-2604.

JONES BEACH THEATRE

ORCHESTRA SEATS

36, D; 37, A; 38, D; 39, B; 40, B; 41, B; 42, D; 43, C; 44, D; 45, A; 46, A; 47, D; 48, A; 49, D; 50, A; 51, D; 52, B; 53, A; 54, A, 55, B; 56, C; 57, D; 58, B; 59, A; 60, B; 61, B; 62, A; 63, B; 64, D; 65, C; 66, D; 67, C; 68, C; 69, D, 70, A; 71, B; 72, B; 73, D; 74, C; 75, A; 76, A; 77, B; 78, A; 79, D; 80, C; 81, C; 82, A; 83, D; 84, D; 85, C; 86, D; 87, D; 88, C; 89, B; 90, A; 91, B; 92, B; 93, D; 94, C, 95, A, 96, B; 97, C, 98, C, 99, B, 100, C.

Promotions to Special Officer (Health Services Administration)

Plaza

Tuesday, July 2, 1968

CIVIL SERVICE LEADER
### State and County Eligible Lists

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<td>Educators</td>
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<td>College Trained Instructors</td>
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<td>Private Instruction</td>
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<td>Day and a Half</td>
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<td>MODEL AUTO SCHOOL</td>
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<td>145 W. 14th Street</td>
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<td>Phone: CH 2-7547</td>
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### School Directory

**MOHONOE INSTITUTE — IBM COURSES**
- Monroe, IN 3123
- Special Preparation for Civil Service Tests, Northfield
- IBM Training, Undergraduate, B.A. EQUIVALENT, B.S. & Eng. Courses
- PHONE: 747-2194
- POST OFFICE BOX 212, NEW YORK, N.Y. 10001
- Price and for free information on High School Equivalency, 747-2182

**SCHOLL SECRETARY EXAMS**
- November 18, 1968
- Application forms are available at the DELEHANTY INSTITUTE.
- All students must pass the high school equivalency exam before taking the secretarial exam.

**Academic Business Institute**
- 114 Nassau St. (Jamaica)

**School Secretary Exams**
- November 18, 1968
- All students must pass the high school equivalency exam before taking the secretarial exam.

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**STENOTYPE ACADEMY**
- 259 BROADWAY, N.Y.C. (city block)
- You can earn $8,000 to $14,000 per year with STENOTYPE

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- 259 BROADWAY, N.Y.C. (city block)
- You can earn $8,000 to $14,000 per year with STENOTYPE

**SPECIAL PHYSICAL CLASSES**
- For candidates for fireman, patrolman, police trainee
- Specialized training by experienced instructor at our completely equipped gym in Jamaica
- 1 hour session at 12, 4, 7 and 9 o'clock
- $3. per hour
- Attend as often as you wish. Pay only as you attend.

**THE DELEHANTY INSTITUTE**
- 22-25 Merrick Blvd. nr. Jamaica Ave., Jamaica
- For information call GR 1-6000
Volunteers Sought
For Summer Centers
The New York City school sys­
tem has made a major effort to enroll an additional 2,000 volunteers to serve in 30 centers. These centers em­
ploys more than 8,500 pupils with most classes beginning July 1 and con­
tinuing through August 1.
Teenagers and adults who served as volunteers last summer are urged to devote their time toward the goal of a better education for all children in the city.
According to education officials, the volunteer program needs teen-agers, young adults, mature men and women, retired couples, housewives, mothers and profes­
sional personnel.
No formal education is required for school volunteers. They are asked to serve in centers of six sessions or 18 hours during the summer.
Many young people in their early teens may serve in elementary schools near their homes. Young people in their late teens and early twenties may become volunteers in Early Childhood Centers. Youth of 17 and 18, male and female, may serve in Brighter Weekends for Young People or in the College Discovery Program.
With some volunteers walking to work, others commuting from West­
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Volunteers with a knowledge of Spanish can be especially helpful in bilingual situations.
Volunteers work under the su­
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Persons desiring to volunteer should call School Volunteers 618-5926 or write to: School Volunteers, 20 West 40 Street, New York City 10018.

Change In Teachers Needed,
Center Says
Teacher institutes for training the
ghetto child must look more to effec­tively change the teach­
chers than to merely send them to the Center for Urban Education, CUH has presented to the Board of Education a report evaluating a "Summer Teacher Training In­
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The teacher-training program was started in 1964 by William F. McGivern, 1967. The evaluation involved 1 session of 41 institute sections in 18 of the 19 poverty areas and three demonstration areas. They were financed under Title I of the Elementary and Secondary Education Act.

News Of The Schools
By A. L. PETERS

Discovery Program Graduates First Class
Experiences in five sessions in
New York City public schools this
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Diplomas are being awarded to
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THE CIVIL SERVICE LEADER

TO HELP YOU PASS
GET THE ARGO STUDY BOOK

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Administrative Assistant Officer

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Assessor Appraiser

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Attendant

2.00

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Auto Mechanic

4.00

Beginning Office Worker

4.00

Bookkeeper Account Clerk

4.00

Bridger Tunnel Operator

4.00

Bus Maintenance Group B

4.00

Bus Operator

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4.00

Captain Fire Dept.

4.00

Capitain F.D.

4.00

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Clark N.Y. City

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Complete Guide to C.S. Jobs

1.00

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4.00

Costume Officer

4.00

Court Officer

5.00

Diplomacist

4.00

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FILL IN THE BLANKS

(Continued from Page 10)

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This examination will be used to fill jobs only in the five boroughs of New York City, with most vacancies in Manhattan.

Beginning office workers maintain records, post accounts, process forms, answer routine mail, operate simple office equipment, sort and file documents, maintain Case Worker Pay

Bill Is Vetted

ALBANY—Governor Rockefeller today vetoed a bill that would allow certain social workers in local welfare departments receive salaries equal to those paid other state workers.

The governor said Mayor John Lindsay of New York City had urged the bill's disapproval on the grounds it would remove the incentive to protect the public by removing the position of social worker to a profession in which salaries are high.

The purpose of the salary differential, the Community Service Society explained, was to inhere a "sense of personal responsibility to the community by earning a salary as great as the state salary for two years of graduate training.

The veto message said the "salaries are not in line with those of other state positions."

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Central Conference Installs Arthur Kasson

The Central Conference, Civil Service Employees Assn., recently held its annual meeting at the Hotel Syracuse Country House. The photos show, top left, outgoing president, Mrs. Clara Boone, presenting the gavel to her successor, Arthur Kasson. Top right shows Mrs. Boone with Frank Costello, president of the Mental Hygiene Employees Assn., and the Rev. Irvin S. Cooper, Protestant chaplain at the Syracuse State School, host chapter of the Conference meeting. Center, left shows guests at the dinner with CSEA officials. Left to right, are: Morris Fennelly, member of the Board of Visitors at the school; Clarance Laufer, chapter president; Kasson; Dr. George Buckholts, director of the school and CSEA president Dr. Theodore Wendel. Center, right, Dr. Lloyd Watts, assistant director of the school, greets the guests. Bottom, left, Claude Powell, fourth vice-president of the Statewide CSEA, installs the new conference officers, left to right: Kasson; Charles Ecker, first vice-president; Floyd Penney, second vice-president; Florence Drew, secretary and J. Arthur Tennis, treasurer. The final frame shows Kasson and Laufer with Statewide officers attending the dinner. Left to right are: John Hennessy, treasurer; Dr. Wendel; Kasson; Raymond Castle, first vice-president; Irving Flaszenbaum, second vice-president, and Laufer.
Buffalo Installs CSEA Officers

Buffalo chapter of the Civil Service Employees Assn. held its annual installation dinner-dance Friday, June 21 at the Heartstone Manor in Cheektowaga, annual installation dinner-dance vice president; Marian Trippe, treasurer of CSEA and president; Dorothy Doherty, third president; Leonard Goodman, treasurer. Mrs. Pauline Fitchpatrick was speaker.

Western Conference president Mrs. Pauline Pichotick was speaker.

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"Come to the Mountain"
Health Dept. Chapters, Officers Meet Officials On Work Conditions

(Special to The Leader)

ALBANY—Presidents and representatives of Health Department chapters of the Civil Service Employees Assn. from throughout the State met here late last month with Dr. Hollis Ingham, Health Department commissioner, to discuss new job conditions and job opportunities.

Topics discussed included outside work, promotional opportunities, placements, and reinstatement procedures, wage differentials, and working conditions at the various Health Department institutions.

Thomas Byrum, Health Department representative to CSEA's Board of Directors and chairman of its Health Department committee, which is strongly endorsed by CSEA, was present at the meeting which also included: Ernst Strombel, president of the Labora tories and Research chapter; and Jackie O'Neill, president of the James E. Christian Memorial chapter; Emmerich Stenset, president of the Brown chapter; John Adamski, president of the Rosewell Park chapter; Vil du Svensson, president, Albany area CSEA field representative; and Rita Dromal from the division of Laboratories and Research.

“Monday morning, July 9, when we started the new contract, everything in the book is substantially the same except that we have a higher rate of contribution toward their an nual retirement at age 55 after 30 years of service,” he said.

McMonroe County

(Continued from Page 1)

ory to set compensation later.

The board's powers would include establishing procedures to protect the public, and en­ sure the employees' unions, negotiate imposed and administered plans to improve the service and to facilitate finding the best possible employees organization. Hence, the spokesman said, the whole mat­ ter is an exception to the existing legal status of the CSEA membership. The employees association will not be able to negotiate a contract with the employees association, and CSEA, denied, he said, that the CSEA membership was an exception to the existing law.

The News-Times,

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