Oneida County Aides Reject Salary Offer; Mediator Assigned

UTICA — Members of the Oneida County chapter of the Civil Service Employees Assn., have voted to reject a salary offer made by the county.

Robert Guild, CSEA field representative, said the vote was unanimous in favor of rejection, but declined to give specific figures. He said there were about 200 members present for the vote.

According to a bargaining committee is presently at an impasse with the county over wage negotiations. According to Guild, the CSEA dropped its wage demand from 10 percent to a 5 percent increase. He denied the county offered three percent.

Meanwhile, a State Public Employment Relations Board mediator has been called into the negotiations. As a direct result, the Association will return to its original demand of a 10 percent salary increase.

Guild said a tentative meeting, which has been agreed upon by county officials, was slated for Friday, Oct. 11 in the Oneida County Courthouse, here.

Pressing For More

CSEA Wins Grievance Fights Against Thruway

ALBANY — Two major grievances submitted to the State Thruway Authority by the Civil Service Employees Assn. have been resolved in favor of CSEA.

The grievances, concerning installation of adjustable thermostats in toll collector booths and providing of rain gear for maintenance workers, were among the more than 46 grievances submitted by CSEA to the Authority last May 29 at a second-stage hearing.

CSEA officials have continually chided the Authority administration for its delay in acting on the grievances, and most recently petitioned the full Authority Board to convene a final stage hearing. The main decision was conducted by Edward H. Jones, director of Thruway Administrative Services.

Contract Negotiations

Meanwhile, mediation sessions continued in an attempt to arrive at a 1969 contract for the CSEA employees.

After a five-hour bargaining session between CSEA and county negotiators, Edwin L. Crawford, Board of Supervisors chairman, reportedly there had been 'some progress' toward a settlement.

Spokesmen for both sides praised the work of Irving R. Marrow, a PERB-designated mediator. He is a lawyer and professor of industrial relations at LeMoyne College in Syracuse.

Clarkstown Aides Win New Contract

CLARKSTOWN — A two-year contract featuring a 15 percent salary increase during the term of the contract was won recently by the Civil Service Employees Assn. in negotiations with the Town of Clarkstown in Rockland County.

Other provisions in the contract are time and one-half pay for overtime work; non-contributory health insurance; non-contributory, 1/60th retirement retroactive to 1938 (effective September, 1948); uniforms and maintenance of uniforms for the Highway Dept.; adoption of a new salary schedule during 1969; tenure for non-contributory and labor class employees; a minimum of three hours' pay at time and one-half for emergency call-outs; supper allowance and four hours' of overtime work, and other fringe benefits.

CSEA field representative Thomas A. Brann assisted in the contract negotiations.
Citizens Union and Arthur Levitt
HAVE A FEW WORDS TO SAY ABOUT ANDREW STEIN
democratic & liberal candidate
for state assembly — 62nd a.d.

ARTHUR LEVITT
COMPTROLLER OF THE STATE OF NEW YORK

"Andrew Stein is thoroughly familiar with the problems of New York State finance and taxation. His series of articles in the New York Law Journal reflects a deep understanding and appreciation of an extremely complex subject. As a member of the kew-constituency he represents the Civil Assembly District in a vigorous, dedicated and competent manner."

"PREFERRED" BY CITIZENS UNION

"Mr. Stein co-authored a comprehensive series of papers on State finances and taxation, recommending tax reform, not increased taxes, to meet revenue needs. He has submitted a comprehensive statement of his views on current issues to the Citizens Union indicating a firm grasp of State issues and an enlightened point of view... Mr. Stein gives every promise of providing superior legislative service."

Bklyn VA Hosp. Needs Nurses
Dr. Philip R. Cossens, director of Brooklyn Veterans Administration Hospital, has announced that a special course for registered nurses who have not been, but are now, eligible for a field of nursing will be given from Nov. 4 to Dec. 20, 1968.
This is the sixth program to be offered at the hospital. Nurses who have taken this course of instruction have successfully secured an active place in this field of nursing. Cossens said. Many have accepted head nurse positions or returned to school for advanced degrees in nursing.
The program is designed to induce the professional nurse who has been away for a period of time to return to full-time or part-time employment. The course given Mondays, Wednesdays and Fridays, 9 a.m. to 3 p.m., utilizes a "patient-centered" approach to nursing care, and includes the use of modern medical equipment and techniques.
Registered nurses with a current license to practice in any state or possession of the United States may be admitted. Detailed information may be obtained by calling the office of the Chief Nurse, Veterans Administration Hospital, 406 Fort Hamilton Place, Brooklyn New York 11209.

Summer Course for Registered Nurses
Dr. Philip R. Cossens, director of the Brooklyn VA Hospital, announced that a special course for registered nurses, who have taken this course of instruction have successfully secured an active place in this field of nursing. Cossens said. Many have accepted head nurse positions or returned to school for advanced degrees in nursing.
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Registered nurses with a current license to practice in any state or possession of the United States may be admitted. Detailed information may be obtained by calling the office of the Chief Nurse, Veterans Administration Hospital, 406 Fort Hamilton Place, Brooklyn New York 11209.

Impasse Declared In Mount Vernon
MT. VERNON — The Mount Vernon unit of the Westchester County chapter of the Civil Service Employees Association has declared an impasse in its negotiations with the city of Mount Vernon.

Vincent Fire, CSEA unit president, has called upon the State Public Employment Relations Board to accept a mediator in the dispute.

The statement was reached after the city refused to make available to CSEA negotiators the results of a recent independent salary survey.

Fire informed Fire that both parties had met in June and again in August to receive discussion on salaries, at the request of the city, pending receipt of the survey, which was to be available on July 1. Negotiations from both sides met on Sept. 16 and again on Oct. 3. On both occasions, the city failed to produce the report, Fire pointed out.

The CSEA side cited this at the need for a mediator's presence at meetings on Oct. 14 and Oct. 16, in view of the foregoing fact and because the budget submission date is Nov. 12.

Emmanuel Vital, CSEA collective bargaining specialist, is assisting in negotiations.

Elgot Retires After 52 Years’ Service
Nathan I. Elgot, senior transportation examiner with the Accounting and Rates Bureau in the New York City Office of the Public Service Commission, retired recently after five years of State service, 22 years with the Transit Commission and 30 years with the PSC.

A lanceutenant at Gatson's Restaurant, he was succeeded by 85 associates. A long-time member of the Civil Service Employees Association, he served for the past 15 years as treasurer of the metropolitan public service chapter.

Philip Weigel, former president of the chapter, was master of ceremonies. The principal speaker was chairman James A. Landy who presented the guest of honor with a service pin. Other speakers were: the accounting and rates bureau, and J. Barry Pols, chief of the Motor Carrier Bureau.

Among the congratulatory messages were letters from Commissioners John T. Ryan and Arthur Levey, of the Metropolitan Transportation Authority and St. Vincent. All meals are included in the cost, which was to be available on July 1.


Winter Caribbean Cruise Schedule Is Announced

Three air-sea cruises and a bridge cruise under the direction of famed master player Charles Goren are now open for bookings by Civil Service Employees Assn. members and their immediate families. These extremely popular 8-day cruises feature direct flights to the Caribbean and direct boarding of the S.S. Regina so that almost all passengers can be in the cruise in time to make available the results of this survey.

On The S.S. Regina
January 18 — Miss Bianca Rood, 96 Wall St., Freeport, N.Y. Telephone (516) 278-4529
February 15 — Mrs. Grace Smith, R.D. Box 1195, Waterford, N.Y. Telephone (518) 278-2128
March 1 — Delores Fussey, 111

BULLETIN
NEGOTIATING COMMITTEE

ALBANY — At Leader press time, negotiators from the Civil Service Employees Assn. were meeting with the governor's negotiating team, tentatively scheduled for the 97th day of the current contract negotiations.

In this latest round of negotiations, several of the issues topping CSEA's list of contract demands were being negotiated.

Results of these talks will appear in next week's Leader.

New York CSEA To Meet Oct. 17
There will be a regular meeting of the New York City chapter of the Civil Service Employees Association on Thursday Oct. 17, at Gaston's Restaurant, 94 Duane St., New York City at 5:30 p.m.

The agenda will consist of committee reports and such other business as may properly come before the meeting.

A report on the September Delegation Meeting will be made.

Mrs. Alexander Burke
BUFFALO — A Regular Mass was celebrated on Oct. 11 in St. Ber­ gan's Church here for Mrs. Alex­ ander T. Burke, 65, of 23 Cluade Dr., Cheektowaga, who died Oct. 7, 1968 in Buffalo General Hos­ pital after a long illness.

Her husband, Alexander T. Burke, who survives, is a past president of this chapter, Civil Service Employees Assn.

Tested
Seventy-one candidates took the written examination for purchase inspector (repairs and supplies) on Oct. 16.

LaGuardia to Speak at Man. State Meeting
Claude E. LaGuardia, fourth vice president of the Civil Service Employees Association, is the guest speaker at the annual meeting of the Manhattan State Hospital chapter.

Mr. LaGuardia succeeds Dr. Gordon Halieke, who became director of the Bureau of Medical Care.

Last Call
Puerto Rico in Nov.—Only $154
A special five-day trip to Pu­ rico for only $154 per person is being offered to bookings of the Civil Service Employees Assn. members and their immediate families.

Puerto Rico Tours—November trips in October and November. The Grand Bahamas in November, are now completely sold out.

The $154 price will include round trip jet transportation, a stay of five days and four nights in Puerto Rico. A free trip to St. Thomas in the Virgin Islands is also available.

For immediate application write to Delores Russell, Winthrop Ave., Albany, telephone 426-3546.

Winter Caribbean Cruise Schedule Is Announced

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CIVIL SERVICE LEADER
ANDREW LEVITT
517 Third Ave.
New York, N.Y. 10016
Telephone: 212-253-4488
**Lindenhurst CSEA Wins Representation Rights For Employees**

(From Leader Correspondent)

SMITHTOWN — After a three-year battle with officials, employees of the Lindenhurst school district have won the right to be formally represented by the Civil Service Employees Assn.

In a state election held last Thursday, Oct. 7, for which no other organization showed sufficient strength to be eligible, employees voted 141 to 30 for the union. The unit is attached to the Suffolk chapter of CSEA.

The struggle against official opposition, both within and without the school district, was especially difficult when CSEA, the school district unit, was attempting to obtain representation for employees working in the maintenance and equipment operator division.

The local chapter, which has been in existence for 20 years, has been able to accomplish several victories for its members through its bargaining and mediation activities.

**CSEA Charges:**

Albany — Officials of the employees’ CSEA Assn. have accused the leader of a Long Island union of “trying to dupe seasonal employees of the Long Island State Park Commission into believing that they are being represented by that union.”

Criticism was leveled at Lawrence J. Byrne, president of Local 381 of the Service Employees International Union (SEIU), who was described by CSEA officials as a “troublemaker who attempts to disrupt the process of negotiations and confuse the employees to divert them from their proper channel.”

Byrne, a CSEA spokesman pointed out, “with the help of a few employees, has been spreading false and misleading statements to the effect that the SEIU would settle for 10 percent, when, in fact, CSEA is presently negotiating for them a 15 percent wage increase.

CSEA was recognized last Nov. 15 as bargaining agent for a unit of state employees, including the seasonal and part-time employees of the Commission. The Albany-based, 170,000-member public employee organization said that these seasonal workers, like other employees of the Park Commission, were included in the main group of State employees designated by Governor Rockefeller as bargaining unit for which the governor simultaneously granted sole bargaining rights.

Allen O. Marshall, secretary to the governor, in a recent letter to Theodore C. Wenzl, CSEA president, stated, in answer to a question and answer period following the meeting, that CSEA was the bargaining agent for the employees in question.

The State Public Employment Relations Board to appoint a mediator.

So far there has been no public announcement of details in the dispute.

Byrne told the CSEA PERB, he was “prepared to cooperate with John R. Brunner, that his negotiating team and county officials have been unable to agree on several substantive issues.

It is believed that the CSEA chapter is seeking salary increases of about 15 percent. County officials have indicated that they would settle for 10 percent raises.

The CSEA chapter represents all of the 1,300 full-time Borough workers and 900 full-time workers and 90 part-time employees.

The County PERB designated Irving R. Markowitz of Yonkers as special assistant to the panel and a lawyer and a professor of industrial relations at Le Moyne College in Syracuse as technical advisor.

Earle D. Ridley, Sixth District Republican supervisor and long-time head of the Employee Commissions of the Board of Supervisors, is chairman of the county negotiating team. Ridley will be representing the employees unit, also in the negotiating group.

Markowitz met with CSEA bargaining agents last week and said another meeting would be scheduled this week.

Byrne was also present at the meeting.

CSEA, the statewide organization and the State Administration were completely disrupted and confused and destroy the unity of the seasonal employees, particularly the lifeguards, employed by the Commission.”

The SEIU leader has attempted to gain support by intimating that the Park Commission and the public with the threat of strikes on Long Island beaches if his demands were not met,

CSEA; its demands were ignored and a strike followed to materialize, malice because his claims of membership strength and support from lifeguards were purely fictional at best.

Byrne, according to the SEIU, has attempted to illegally negotiate with employees at the State Park Commission with Park authorities, to no avail, and then has gone back to the employees with phantom claims of support from CSEA.

CSEA has called for the appointment of a mediator and charges chairman William Hurley has met numerous times with park authorities on matters concerning the life-guards and patrolmen, legally and without success, is trying to disrupt the process of negotiations and confuse the employees to divert them from their proper channel.”

**Terrry Addresses Social Services**

Albany—James H. Terry, representative for the Social Services chapter of the CSEA, the speaker at a recent luncheon meeting of the Albany Chapter of the Employees International Union, the Social Service Employees Assn., at the Ambassador Restaurant.

Mr. Terry discussed details of the new 1975 retirement plan. A question and answer period followed.

Also attending was John A. Conoby, CSEA Albany area field director, and John F. O’Connor, president, conducted the meeting.
We carry a complete line of General Electric appliances. 220 volt for overseas.

**State Tests For Dental Hygienists**

Jobs with New York State as dental hygienists are now available. Salary for the position is $5,850 to $7,100 a year.

Applications will be accepted continuously.

Dental hygienists make oral examinations, do oral prophylactic work, and assist dentists in dental offices or clinics.

These positions are in the State Departments of Mental Hygiene, Correction, Health, Social Services and the State University of New York in locations throughout the State.

**Review Board**

Governor Rockefeller has announced the appointment of four members of the new six-man Human Rights Review Board created by the Human Rights Law which became effective last July.

The new members are J. Edward Conway of Albany; Lloyd L. Harris of Rochester; Mrs. Carmel Carroll of Brooklyn; and Albert Puett, special assistant and consultant on consumer affairs, who was the State Department of Agriculture and Markets.

**War Veteran**

Governor Rockefeller has proclaimed October as "Jewish War Veterans Membership Month," in recognition of the services of the Jewish War Veterans in America. Their active membership is now 20,000.

Applications are being accepted immediately. Application forms may be obtained by mail or in person from one of the following offices of the State Department of Civil Service: Albany, The State Office Building Campus, Albany, N.Y. 12226; Buffalo, 1 West Genesee St., Buffalo, N.Y. 14207; Syracuse, Room 118, State Office Building, Syracuse, N.Y. 13202.

All completed application forms should be mailed in the above Albany address.

**Board Member**

Peter J. Bremner, president of the New York State Building and Construction Trades Council, has been designated by Governor Rockefeller as a member of the board of directors of the Urban Development Corporation. The Governor has nine members.

**Where to Apply For Public Jobs**

The following directions to all veterans seeking public jobs, and how to reach destinations in New York City on the train system.

**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 three blocks north of City Hall, one block west of Broadway.

Applications: Filing Period—Applications issued and received Monday through Friday from 9 a.m. to 5 p.m., except Thursday from 9 a.m. to 4 p.m., and Saturday from 9 a.m. to 12 noon.

Application blanks are available free either by the applicant himself or by his representative at the Applications Section of the Department of Personnel at 49 Thomas St., New York, N.Y. 10013, or to the nearest Post Office.

Mail orders for application blanks must be stamped and addressed business-size envelopes and must be received by the Personnel Department at least five days before the closing date for the filing of applications.

Completed application forms will be held until the end of the filing period, but must be sent to the Personnel Department and must be postmarked no later than the last day of filing or 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 Sixth Avenue Line and the IND Sixth Avenue Line. The IND Lexington Avenue Line stop is used to use the Brooklyn Bridge stop and the IND Seventh Avenue stop is used to go to City Hall.

Both lines have exits to the Chambers Street, a short walk from the Personnel Department.

**STATE**

**STATE**—Room 1100 at 270 Broadway, New York, N.Y. 10007; corner of Chambers St., telephone 488-0800; G o v e r n e r  Alfred E. Smith State Office Building and The State Campus, Albany: Room 300, General Building 1 West Genesee St., State Office Building, Syracuse; and 500 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, Federal Bldg., Federal Plaza at Duane St. and Broadway, New York, N.Y. 10007. Take the BMT Lexington Ave Line to City Hall and walk two blocks north, or take any train to Chambers St. of the BMT and the IND and walk two blocks north to Chambers St.

Hours are 8:30 a.m. to 8:30 p.m. Monday through Friday. Also open Saturdays 9 a.m. to 1 p.m. Tele- phone 273-0161.
Law And Order

The public relations of civil service is under severe strain by the confusion in the minds of most Americans over the law and order issue, which has become the most critical focal point of the 1968 presidential campaign.

As usual, the civil servant is in the middle. After all, when you're talking about anything representing the authority of government, you're talking about civil servants.

Two of the three presidential candidates, particularly the third party candidate, have exploited the law and order issue. That would be doing a disservice to our civil service readers who, in the final analysis, will have to cope with all the attendant complexities.

Of course the President of the United States cannot be police officer, prosecutor, criminal court judge, warden or prison guard. He can extort strong moral leadership, but the realities are

that civil servants will do the work—providing they are given the funds and the public opinion backing of all Americans.

Another question which engenders fear is the American people willing to pay for the cost of law and order? Up to this point, public personnel, prison guards, civil service social workers and other penal specialists are still, on national conscience, grossly underpaid.

The law and order issue is far more complicated than any one person of the presidential candidates has indicated. There are deep underlying causes which make the law and order issue as complex as the electronic taints of a giant computer.

The issue, however, is oversimplifying the law and order issue. That would be doing a disservice to our civil service readers who, in the final analysis, will have to cope with all the attendant complexities.

Problem 1: The revolt of youth—for whatever reasons, the police, the war, the order issue, the draft, the war, or our social system. The President of the United States cannot be police officer, prosecutor, criminal court judge, warden or prison guard. He can extort strong moral leadership, but the realities are

Historic Comm.

Governor Rockefeller has appointed five members of the Historical Sites Consulting Committee, in accordance with terms of the National Historical Preservation Act of 1966. They are:

Miss Alice Winchester, New York City, editor of monthly magazine; Robert M. Auerh, Ibison, professor of archaeology and interpretative archaeology at Cornell University; Bernard Porzec, Posnienk, architect and professor of architecture at Rensseer Polytechnic Institute; Philip Young, Van Hornvile, former U.S. ambassador to the Netherlands, and Frederick L. Rahl, Jr., Cooperstown, vice-director of the New York State Historical Association at Cooperstown.

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CIVIL SERVICE LEADER, Thursday, October 11, 1968

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CIVIL SERVICE TRAINING

Registration now open in classes for:

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Exam Schedule for Jan. 25, 1969

Salary: $11,200

Classes will start October 14th at 7 PM

PATROLMAN—T.A.—TRAINNEES—CORRECTION OFFICER

Classes Meet WEDNESDAYS 5:30 or 7:30 PM

ADMINISTRATIVE ASSOCIATE

Classes meet TUESDAYS 6 PM

SENIOR CLERK-STENO

Classes Meet MONS. in Jamaica 6:30 PM and THURS. in Manh. 6 PM

STATIONARY ENGINEERS LICENSE

Classes Meet MONDAYS 7 PM

REFRIG., MACHINE OPER. LICENSE

Classes Meet WEDNESDAYS 7 PM

MASTER ELECTRICIAN LICENSE

Classes Meet THURSDAYS 7 PM

MASTER PLUMBERS LICENSE

Classes Meet TUES. & FRI. 7 PM

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ALL CLASS ROOMS AIR-CONDITIONED
Contract Negotiations

CONTRACT negotiations are now underway between the
Rockefeller Administration and the Civil Service Em-
ployees Assn., representing the majority of State workers,
and the outcome of these bargaining sessions will have
a vital effect on employees' future for years to come.

First tentative contract that will run
into 1976. This means that the Employees Association is
determined to represent the majority of State workers in
one bargaining unit rather than the six units proposed by
the Public Employees Relations Board and the State Em-
ployee Association has already announced its sympathy with the
CSERA goal.

Secondly, the Employees Association is seeking a con-
tract of such depth and width that items ranging from griev-
ances against PERB activities to salary and pension ben-
efits would become written, irrevocable agreements.

State workers have much to gain from such contractual assurance, and the State itself in terms of long run
labor peace.

This is not to say that any such agreement is "in the bag." Much hard bargaining is being waged by both sides
and the outcome will not be known for some time. While
ever the results, we urge a final settlement that will be
meaningful to all concerned.

Questions and Answers

1. My husband was killed in Viet
Nam about a year ago. He had been married only
for a few months. My child by his marriage has lasted nine
months. My child by the marriage has lasted nine
months. Does the new law allow for
payment to step-children after my husband's death?

2. My husband has remarried to my deceased husband.
He was covered under social sec-
urity benefits of his deceased husband. He was covered under social sec-
urity benefits of my deceased husband. Is it possible for me to qualify for
disability benefits under my deceased husband's social security account just as
I would have been entitled on your
husband's account.

3. I am a divorced widow and was married to my deceased husband for over ten months. I was married to my deceased husband only four months before he died. In order to qualify for disability benefits I must show evidence of age. I must show evidence of your age. I must show evidence of your age. If you were baptized as an infant and church
records exist, you may obtain a
baptismal certificate to prove your
age. If you were baptized as an infant and church
records exist, you may obtain a
baptismal certificate to prove your
age. If you were married, you will need to present other
necessary evidence, but you might
also present other evidence such as school records, census
records, insurance policies, child-
ren's licenses that show your age, etc.

4. I have never been married, but am now living with my deceased
husband for over ten months. Is it possible for me to qualify for
disability benefits?

5. I was married for ten years to a man who was a member of the uniformed
services who died while serving on active
duty. My husband and I are both
married to the deceased worker for a period of at least nine months im-
mmediately preceding the day on
which he died. The duration of
marriage requirement is also met if
the widow was married to the worker at least three months, and
his death was, either accidental or
occurred while serving in active
military service.

6. I have three young children. I understand that if my husband
should die, the children could get
monthly social security benefits. If I should die, would the chil-
dren receive benefits as long as
they would be entitled on your
husband's account.

7. I don't have a birth certificate to show I'm of retirement age. Does this mean I will not be able to receive social security benefits?

8. I am 65 years old and have had heart trouble for years. Will my heart condition prevent me from applying for disability benefits?

9. I am 65 years old and have been widowed for three years. I have three young children. I understand that if my husband should die, the children could get monthly social security benefits. If I should die, would the children receive benefits as long as they would be entitled on your husband's account.

10. I have no evidence of any intelligence deficit, memory impairment, or mental disease whatsoever.

11. I have been living with my deceased husband for ten years. I was married to my deceased husband only four months before he died. Is it possible for me to qualify for
disability benefits?

Reform Needed

FAVORED psychiatrists are steadily governed by
mental agencies. When an agency requests that an employee be psychiatically examined, all too often the
psychiatrist automatically finds the employee to be mentally ill.

Relying upon opinions, the agency denies the employee, the psychiatrist, after superficial examination, consciously or
unconsciously submits an adverse report with disastrous con-
sequences to the unfortunate employee.

THANKS TO the far-sightedness of the Triboro Bridge and
Tunnel Authority's legal staff, consisting of William S.
Lebwohl and Philip V. Sherman, the usual consequences
were fortunately extinguished for a civil service toll collector.

A PATRONAGE of the Authority caused a commotion at
the toll collector's booth by screaming that he had threat-
ened to kill her. In consequence, the employee (but not the
motorist) was referred to the Authority's psychiatrist for evalua-
tion. The psychiatrist submitted a report that "the
patient exhibited paranoid behavior and thinking." In con-
sequence, the doctor stated, his examination had to be per-
formed. The employee was asked for the coroner's report.
The employee was asked for the coroner's report.

NEVERTHELESS, the psychiatrist elicited the "whole in-
credible story which explains a lot of his actions irrational and
paranoid though they may be." The employee's story,
"incredible" though it may have seemed to the psychiatrist,
was actually true.

THE EMPLOYEE had known the complaining motorist
socially. He stopped seeing her, and she attempted to extort
$1,000 from him by threats to expose a pretended
"indiscretion." When he refused to submit to her blackmail,
the lady extortioner created the disturbance at the toll
gate.

DISBELIEVING the employee and no doubt influenced
unduly by the Authority's mistaken view of the incident at
the toll gate, the psychiatrist reported:

To continue to employ this officer runs the risk of
his deciding to act out his delusions on anyone around
him at the time. Someone could be hurt badly as a
result.

It is, my considered opinion that he suffers from a
Chronic Schizophrenic Reaction, Paranoid Type, with
Depressive Features, and that his continued employ-
ment represents a hazard to the life and limb of the
public he serves, and the other employees around him.

WITH THE frightening report of its own psychiatrist before it, the Authority applied for the employee's disability
retirement. However, the Medical Board of the New York
City Employees' Retirement System correctly found that the employee was "not incapacitated for the performance of duty." Nevertheless, the Authority suspended him from
the regular performance of his duties.

BY AGREEMENT between the Authority's legal staff and the employee, the employee submitted to
psychiatric examination by George Nicklin, M.D., a professor of
psychiatry at New York University Medical School. The
professor recognized the truth of the employee's statements
and his relationship with the young woman who created the
disturbance at the toll booth. Dr. Nicklin concluded that
the employee's story was not a paranoid delusional system
as assumed by the departmental psychiatrist.

THE EMPLOYEE also consulted Erwin Jaffe, M.D. This
eminent psychiatrist found that the employee showed no
evidence of any intelligence defect, memory impairment, or
mental disease whatsoever.

IN VIEW OF the favorable reports by Dr. Nicklin and
by Dr. Jaffe, as well as by the Medical Board of the Retire-
ment System, the Triboro Bridge and Tunnel Authority re-
instated the employee. Thus, through fair and enlightened
administrative action, a terrible mistake was completely
remedied. Yet, the employee had been unnecessarily subjected
to a terrible ordeal.

THE HISTORY of this case has no doubt been paralleled
in other agencies. It convincingly emphasizes need for re-
form in the matter of psychiatric evaluation of employee behavior.

(Mr. Goffen, a member of the New York Bar, teaches law at the
College of the City of New York, is the author of many books and
articles and co-authored "New York Criminal Law."
$1,749

What's the catch? There isn't any. $1,749 is the suggested retail price at the port of entry for the VW sedan. The price includes the Federal excise tax and import duty. It also includes the built-in heater/defroster, windshield washer, electric windshield wipers, outside rearview mirror, padded dashboard, ammeter and voltmeter, front seat headrests, and seat belts front and back.

Not to mention the new electric rear-window defogger and the new Ignition/steering lock. (When the key is removed, the steering wheel is locked in place.) It's the price of the real thing, not a stripped-down economy model.

Q. What else do you have to pay? The charge for transporting the car from the port of entry. The dealer delivery charge. And local sales tax.

There is one optional that makes a lot of sense. The automatic stick shift. It eliminates the clutch pedal.

Well, that's it. Unless, of course, you count the cost of gas and oil it takes you to get here in your present car.
The need to cover the high cost of specialist care is greater today than ever before.

Nevertheless, H.I.P. is still the only plan in this area providing fully paid specialist services—in the office, hospital and home.

**WHAT H.I.P. DOES**

H.I.P.'s Medical Groups provide care and consultations by qualified specialists in fourteen basic specialties—in and out of the hospital. There are no specialist charges...no limit on visits...no deductibles...no claim forms.

When needed in difficult cases, H.I.P. brings you the services of specially qualified specialists and surgical teams—also without cost to you!

**AND THE OTHERS?**

Compare H.I.P.'s broad coverage with the specialist coverage given by the other plans available to City employee families.

We repeat...

**YOU BE THE JUDGE!**

---

**Planning Trainee For Onon. Cty.**

Onondaga county has announced that an examination will be given Nov. 16 for planner trainee. All applications must be in by tomorrow, Oct. 16, to the Onondaga County Department of Personnel, 364 Public Safety Bldg., Syracuse, N.Y.

Salary is from $6,720 to $8,400 a year. Several vacancies exist in the City-County Planning Agency. Residence requirements have been waived, and any legal resident of New York State may take the examination.

To qualify, a candidate must have graduated from a recognized college or university, or have a satisfactory equivalent combination of education and experience.

Duties of the job include undergoing training in professional planning work in the preparation of maps, illustrative materials and reports for planning, zoning and renewal projects, and performing related work as required.

The examination will cover knowledge, skills and abilities in verbal and quantitative abilities, abstract reasoning and spatial perception.

**Buffalo Chap. Meets**

BUFFALO—State employees of Buffalo chapter of the Civil Service Employees Assn. held their first general meeting on Sept. 26 at the Oreno Bleu Restaurant. Seventy-five members heard delegates to the recent CSEA Statewide meeting at the Concord Hotel report on actions taken at the meeting.

**FRESH USED CARS NOW AT LUBY!**

**Fabulous Values!**

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<td>'64 BUICK</td>
<td>Century, Fully Equip. All Power</td>
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<td>4 dr. HT, Like New, Fully Equipped</td>
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**SPECIAL**

- '65 FORD | $1184
- '65 FORD | $1186
- '65 BUICK | $1077
- '65 FORD | $1005
- '64 FALCON | $1081
- '64 FALCON | $1081
- '64 FORD | $993
- '64 FORD | $988
- '64 FORD | $793
- '64 CHEV | $777
- '64 RAMBLER | $777

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**YOU BE THE JUDGE!**

**HEALTH INSURANCE PLAN OF GREATER NEW YORK**

625 MADISON AVENUE, NEW YORK, N.Y. 10022
Louis Weiser Named To Committee For Nixon And Agnew

Louis Weiser, first vice-president of the Council of Jewish Organizations in Civil Service, a liberal who served as co-chairman of the Civil Service Commission for Beame, has announced his support of the Nixon and Spiro Agnew ticket. Mr. Weiser welcome the support of Mr. Weiser, saying: "The endorsement of Richard Nixon and Spiro Agnew by Mr. Weiser demonstrates the growing support of the candidacy of these two Republican candidates."

Board Chairman

Governor Rockefeller has announced the appointment of George D. Woods, former president of the World Bank, as chairman of the board of directors of the Urban Development Corporation. Governor Rockefeller has announced the appointment of George D. Woods, former president of the World Bank, as chairman of the board of directors of the Urban Development Corporation. Governor Rockefeller has announced the appointment of George D. Woods, former president of the World Bank, as chairman of the board of directors of the Urban Development Corporation. Governor Rockefeller has announced the appointment of George D. Woods, former president of the World Bank, as chairman of the board of directors of the Urban Development Corporation. Governor Rockefeller has announced the appointment of George D. Woods, former president of the World Bank, as chairman of the board of directors of the Urban Development Corporation. Governor Rockefeller has announced the appointment of George D. 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CIVIL SERVICE LEADER
October 15, 1968

SAVINGS BONDS DRIVE — Commissioner F. G. Per­ retta, left, finance administrator for the City of New York, is shown receiving a certificate of appointment in the chairmanship of he New York City Share In Freedom Savings Bonds Campaign from Kay Dun­ ham, Mrs. New York Savings Bond. Nearly 500,000 City employees will be contacted during the campaign, which began last week.
Filing Open Until Oct. 22 For City Jobs As Custodial Assistant

A physical examination for custodial assistant, open to men only, will be given by New York City in December. Filing is open until Oct. 22 and there are no formal educational requirements.

The job pays $4,000 to $5,180 a year. Benefits include a generous annual leave, sick leave with an electric machine; washing and polishing floors; hand scrubbing of walls and stair landings; emptying waste baskets and disposing of refuse; vacuuming rugs and carpets; removing and cleaning Venetian blinds; performing high dusting of walls; polishing furniture and metalwork, including mirrors and glass in bookcases and doors; washing electric light fixtures; replacing bathroom supplies in toilets; sweeping sidewalks and removing snow from sidewalks; washing sidewalks and lower portions of buildings with brush and hose; attending a low-heat heating plant, and occasionally operating an elevator, replacing bulbs and fuses, moving furniture, or acting as a watchman or messenger.

A physical examination will be given for the jobs.

To get an application, go to the Special Division of the Department of Personnel at 49 Thomas St., New York City from 9 a.m. to 12 noon, Monday through Friday except Thursday, 8:30 a.m. to 5:30 p.m., and Saturday, 9 a.m. to 12 noon.

Mail requests should be accompanied by a stamped, self-addressed, 9-inch envelope for each application requested. All mail requests must be postmarked no later than Oct. 15. A pre-employment form submitted by mail must be postmarked no later than the last date for receipt of pre-application forms.

Do You Have Leadership Potential?

Superior control of one's time. Coasts include psychology, supervision training, and courses covering personal and operating management, general business law, financial management, economics, etc. Free American School, 1800 Third Ave., N.Y.C., Bklyn, N.Y., phone 870-2050.

THE CRITICS' CHOICE

high fidelity

...an unqualified success, a truly excellent and unimpeachable amplifier...harmonic distortion was among the lowest ever measured....the best we've ever seen...one of the quietest amplifiers yet encountered. free of hum and free too of annoying noise.

hi-fi stereo

...rank among the very best available. Its rated continuous output per channel is 60 watts (with both channels driven) into 4 ohms, 50 watts into 8 ohms, and 30 watts into 16 ohms. Our laboratory tests showed the AR amplifier is rated with great conservation....00 delivering a staggering 110 watts per channel at the clipping point.

Bryde Audio

110 WEST 40TH STREET
NEW YORK, N.Y.
Bryant 9-4050 - 1 - 2
Teacher Eligible Lists

News of The Schools

Cohen Is Chairman Of Vocational Board

Cohen is the new chairman of the Advisory Board for Vocational and Technical Education of the New York City public school system, and Samuel Meyers is the first to hold the newly created post of vice-chairman.

The nine-member board, which advises the Board of Education on matters affecting vocational education, held its election meeting June following the resignation of David N. Preudmont, who had been chairman from 1952.

Cohen, a member of the unit since 1945, is executive secretary of the National Committee on Employment of Youth. Meyers, with five years of service, is vice-chairman of Local 269 of the United Automobile, Aerospace and Agricultural Implement Workers of America. Preudmont is a financial consultant.

Representing approximately 800 school districts, these school officials come from all parts of the State annually to participate in the boards' meeting of its kind in the country. This year, their activities will be directed toward the following: "Let No Man Die Ignorant."

Special clinics to be held on Monday, Oct. 25, will consider the following topics: the school as a family, problems of the family, the value of education, the relationship of curriculum, integration, integration, culture and urban problems.

The clinic is scheduled for Monday evening at the Hotel Syracuse, Robert D. Bose, New York City's educational commissioner for legal affairs, and the director of the Education Department, will address the group. Mayor James E. Allen Jr., the department's commissioner. Highlight of the afternoon will be the presentation of the NYSSBA Distinction Service Award, an annual award to the outstanding superintendents of the year. It will be presented by the honorable Joseph E. M. Brown, Member of the New York State Board of Regents.

Applications for male school aids will be accepted until 5 p.m. at the Samuel Gompers Vocational-Technical High School.

Male school aids perform more varied tasks and are paid at $1.75 per hour. They may work up to five hours a day, generally between 8 a.m. and 3 p.m.

Two previous vacations for vacation, holidays and sick leave.

Applications should appear in person and report to Room 125 in the school, which is located at 425 Southern Blvd. at 145th St., Bronx, New York.

New Head Of State's Center On Innovation

The appointment of Mark B. Scurrah, of Delmar, N.Y., as associate director of the Center on Innovation in Education was announced recently by the State Education Department. Dr. Scurrah, who has been a staff member of the Center since 1966, will be involved in the development of policies and programs designed to address the changing issues of education in New York State. The Center on Innovation has been established to help prepare educators in New York and in the State for major changes in education. The Center also administers Title III of the Elementary and Secondary Education Act, and special State funds for innovative programs.
PROMOTION TO MECHANICAL
6. B; 7, B; 8, B; 9. A; 10, D; 25, C; 35, A; 36, C; 37, B; 38, D; 39, A; 46, D; 47, C; 48, D; 49, A; 50, B; 56, C; 57, D; 58, B; 59, D; 60, A; 51, A; 52, C; 53, C; 54, A; 55, B; 75, A; 76, B; 77, D; 78, A; 79, B; 80, B; 11, A; 12, C; 13, C; 14, D; 16, B; 16, A; 40, B; 41, C; 42, C; 43, D; 44, A; 17, C; 18, B; 19, D; 20, D; 21, C; 36, A; 37, B; 38, C; 39, D; 30, A; 31, B; 32, C; 33, A; 34, A; 35, A; 36, C; 37, B; 38, A; 39, A; 40, A.

EXAMINATION No. 8503
EXAMINATION No. 6571
Group Health Insurance, Inc. / 227 West 40th Street, New York, N.Y. 10018 / Phone: 564-8900

Group Health Insurance, Inc. / 227 West 40th Street, New York, N.Y. 10018 / Phone: 564-8900

PROMOTION TO FOREMAN
26. A; 27, A; 28, D; 29, B; 30, B; 1, A; 2. B; 3, C; 4, D; 5, C; 26, A; 27, C; 28, D; 29, B; 30, B; 31, A; 32, C; 33, C; 34, B; 35, A; 36, A; 37, B; 38, C; 39, D; 40, B; 41, C; 42, A; 43, C; 44, D; 45, A; 46, B; 47, A; 48, A; 49, A; 50, A.

EXAMINATION No. 4569
EXAMINATION No. 6571

PROMOTION TO FOREMAN

(STRUCTURES — GROUP C)

HEALTH

GHI THROUGH
GHI INSURANCE

Group Health Insurance, Inc. / 227 West 40th Street, New York, N.Y. 10018 / Phone: 564-8900

GHI

The New York State Department of Civil Service has announced that the following examinations have been cancelled: no. 30-184, Institution dentist; no. 30-117, physician; no. 20-344, sanitation physician, and no. 20-247, asst. physician.

We understand.

Walter B. Cooke
FUNERALS FROM $250
Call 628-8700
to reach any of our 19 neighborhood chapels in the Bronx, Brooklyn, Manhattan and Queens.

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State U. Nurses Meet Hosp. Staffs

ALBANY — Members of the administrative and nursing staffs of hospitals and health agencies in the capital district were guests of honor at the State Training School for Girls chapter of the Civil Service Employees Association, Oct. 5.

E. Ward, executive director, Dr. Dorothy M. Major gave a brief overview of the curriculum of the nursing program at the school and how the university staff, to provide an opportunity for nursing students will resume freshman work in the fall.

Invited guests included Robert E. Ward, executive director, Dr. Mildred Schmidt, State Board of Examiners of Nurses; and Miss Shirley Kane, director, School of Nursing, Memorial Hospital.

Also, Dr. Rudolph D. Dee Glueck, medical director, Dr. H. John Milten president, medical staff; Dr. William H. O'Brien, director of medical education; Sister Mary Janet, administrator; Sister Mary John Baptist, director, School of Nursing; Sister Kathleen Marie, director of nursing service; Mrs. Arm Drebomark, in-service education; Mrs. Margaret Pries, discharge planning nurse, and Miss Anna Mae Quitk, N.H. St. Peter's Hospital; Chauncy Welch, administrative assistant to George Maxey, effective director and administrator, and Mrs. Margaret Horn, director of nursing, Childs Hospital.

Also, Thomas L. Hawkins, director and treasurer, Mrs. Helen P. Middendorf, director, School of Nursing, and Dr. Harold C. Wiegars, Dean, W.E. Medical College, Albany Medical Center; Dr. J. E. Galnor, deputy commissioner of health, and Mrs. Mary Whidom, director of nursing, Albany County Department of Health.

Many of the university staff attending were Dr. Allan A. Kunsli, vice president for academic affairs; the administrative and nursing staffs of hospitals and health agencies in the capital district; were guests of honor at the State Training School for Girls chapter of the Civil Service Employees Association, Oct. 5.
The Civil Service Employees Assn. is now negotiating with State representatives on the 100 demands being sought by the Association.

Following is the last part of the list of demands voted upon by the CSEA delegates at their 38th annual meeting in September at Lake Kiamesha, N.Y.

VI - Selection and Appointment

(Concluded from last week)

72. All non-judicial employees of the United Civil Service System be returned to the full jurisdiction of the State Civil Service Commission.

73. Extension of civil service eligible lists when their use has been stopped because of a shortage of appointing officers will be extended for a period of 90 days beyond the statutory expiration date of the position, which period to run from the date the court order is vacated.

74. Require the Civil Service Department to distribute record sheets to candidates competing in competitive examinations in such manner that candidates may record their written answers, and require that the names of candidates will have booklets of questions sent to candidates upon request after examination is given.

75. Bilateral establishment of "career ladder plan" for occupations to be established and as a part of specific programs to provide increased promotional opportunity for non-judicial employees of the State whose positions are non-Judicial.

76. State make permanent the temporary appointments under their jurisdiction.

77. Require the Civil Service Department to accredit, establish and administer examinations in both open and competitive examinations in both open competitive and promotional Civil Service examinations, on an equal opportunity basis, to employees of the State with high school equivalency diplomas recognized in lieu of high school graduate.

78. Require that all waives of rights on Civil Service eligibility lists be in writing containing the identification of the eligible to be filled with the State Civil Service Commission.

79. Restrict promotion in State Correction Department from correction officer to warden or superintendent to uniformed personnel of that department.

80. All local ABC Board employees, after meeting their immediate family members, assistant executive officers are afforded promotional examination in both competitive examinations in the ABC Division and for non-competitive examinations in the ABC Division and to provide for credit to be given to those employees for their years of service, as is done in other State departments, and give preference to employees in appointments, within the local ABC Board where vacancies exist.

81. Remove nepotism policy in State University.

82. Eliminate excessive use of appeals on competitive examinations and to speed up the conduct of competitive examinations in the State, all examinations shall be or, as is now the case with State employees of the State whose positions are non-Judicial.

83. Unfreeze journeymen items in State institutions and the State Civil Service Commission.

84. Provide that all competitive and grievance appeals be submitted earlier in conjunction with the general contract provisions. State Civil Service Grievance and Appeals Board be established by law; that appointment under this act and with grievance appeals board be made by the Governor or a list of names approved by the CSEA. The board shall also be a policy-making agent of State employees; provide for right to hearing before appeals board; that the appeals board shall be established by law.

85. Fifty-five-day limit from receipt of an appeal for Grievance Appeals Board to render decision.

86. Require the Civil Service Employees Assn. be represented on the appointments board.

87. Bilaterally develop and implement on-the-job training for all employees, all employees and all employees who are appointed to positions not within the non-competitive vacancy list.

88. Bilaterally develop and implement selection and appointment policy.

89. Bilaterally develop and implement selection and appointment policy.

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99. Bilaterally develop and implement selection and appointment policy.

100. Require the Civil Service Commission to publish notices of regular meetings and special meetings and provide that employees and their representatives may appear and that the results of such meetings be published and deemed a public record.

Thruway

(Continued from Page 1)

101. State Peace officer status for all employees of the State whose positions are non-Judicial.

102. Restrict promotion in State democracy.

103. Restrict promotion in State democracy.

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120. Restrict promotion in State democracy.

REPORTS TO CSEA DELEGATES

Legal Committee

By ABRAHAM KRANKER, Chairman

With the corresponding increase in our membership (CSEA now has in membership in both the private and public sectors of New York State an aggregate of 170,000) there has been a corresponding increase in the number of requests for, and the granting of legal assistance under our legal aid program.

During fiscal 1967-68 through August 1968 there were presented for consideration by our Committee 146 requests for aid in disciplinary proceedings and grievances—110;

Requests for aid in disciplinary proceedings and grievances—110;

Requests for aid in court actions—36.

Of the former, the county division accounted for 53 requests for legal assistance, 56 percent of which were in disciplinary proceedings and the remaining 44 percent are requests for aid in disciplinary proceedings.

Our committee also reviewed and reported to the Board of Directors on 36 requests for legal assistance in court actions. The great majority were in the field of actions to review adverse decisions in disciplinary proceedings, although a number of cases were concerned with legal issues, without hearings and two or three cases had to do with contract disputes or other matters involving employment.

We are happy to report to you that the celebrated tax case in Rochester was finally resolved in favor of the employees by the Federal government withdrawing the additional assessment for the value of housing and subsistence given by the Department of Mental Hygiene to the employed persons required to live on the grounds of its institutions.

CSEA Resolutions—Form Contract

To: The Board of Directors

Sub: Form Contract

For fiscal 1967-68 the Board of Directors allotted the sum of $135,600 to cover payment for legal fees for communications under our proposed collective bargaining program. Because of the impact of the so-called "Taylor Law," the Public Employment Relations Board has been called "Taylor Law,"—The Public Employment Relations Board has been called "Taylor Law," in our negotiations with our employers, the recognized or certified bar associations and our professional legal aid program.

The Authority will revert to the recognized or certified bar associations and our professional legal aid program.

We are happy to report to you that the celebrated tax case in Rochester was finally resolved in favor of the employees by the Federal government withdrawing the additional assessment for the value of housing and subsistence given by the Department of Mental Hygiene to the employed persons required to live on the grounds of its institutions.
DON'T REPEAT THIS!

(Continued from Page 1)

ideal smoke signifying nothing reel. Asked about these unlikely head-scratching items, O'Dwyer laid on his grin and employed his brogue: "Pets, Sheila. I'll call you on November 6 with the complete results of the election. Be- yond that, deponent stands mute."

He all this as it may, or may not, the fact is that O'Dwyer has a number of plus factors going for him, but at least an equal number of minuses.

Short of Cash

Taking the negatives first, as results, what's more important, than money, except a shortage of it? O'Dwyer comes up short by every count. He picked up $200,000 at his testimonial dinner, his agents claim. Let's discount them by 15 percent and say he got $170. That's handsome for a roast-beef evening, but it's peanut butter and jelly when all the bills come roll ing in. O'Dwyer's financial wizards boast he has $300,000 for television commercials. That's a minuscule boost from Joe Orangle of Blaggl, has endorsed Conservative Javits, is far the favorite at Las Vegas in the betting room, but that may not be saying much, for 1968 may yet be remembered as the year in which a lot of doubters doubled too soon.

So an O'Dwyer victory still falls into the doubtful category as far as some hard-headed observers are concerned. Javits is far the favorite at Las Vegas in the betting room, but that may not be saying much, for 1968 may yet be remembered as the year in which a lot of doubters doubled too soon.

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BUFFALO CSEA Holds Round-Square' Dance

BUFFALO - State University of Buffalo chapter, Civil Service Employees Assn., will sponsor a round and square dance Nov. 2 starting at 8 p.m. in Reutm man Hall, Michael & RoseAnn, St. Charles. Tickets are $2.50 per person and the admission price covers beer, pop and the dancing. Larry Diana will be the caller.

Mrs. Kay Mahler is social chairlady for the dance. Edward Dunsk, a chapter president.

Krivo Represents State U. At Pentagon

Frank G. Krivo, director of admissions at the State University of New York at Albany, represented State University of New York in his capacity as director of the University's Admissions Assistance Center at a Pentagon conference on "De-Anzor College Opportunities for Men Leaving Military Service," recently concluded in Washington.

The center, a function of the State University Administration, operates from the University at Albany. Recently it has extended its responsibilities in order to aid returning veterans in finding a place in the State University System.

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PENSION BOOST - State Assembly candidate Andrew Stein, right, from Manhattan's 62nd A.D., discusses a bill that would peg the cost of living index to the pensions of all retired New York City civil service employees. Stein said that, if elected, he would immediately press for the passage of such legislation. He is shown with Herbert S. Bauch, secretary-treasurer of the New York City Civil Service Retired Employees Assn., which has pledged support of his candidacy so as to have a champion of their cause in the Legislature. Bauch is also president of Terminal Employees Union, Local 823, IST.

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