Legislature Approves Pay Pact & Independent Hearing Officers For State And Local Government

Leader Editor To Be Honored

Procaccino And Sweet To Address Workshop Of City Chapter At Concord Hotel

New York City Controller Mario Procaccino and Deputy Mayor Robert Sweet will be the principle speakers at a workshop being sponsored by the New York City chapter of the Civil Service Employees Assn. June 1 through 3 at the Concord Hotel, Solomon Bendet, chapter president, announced last week.

The workshop will also feature CSEA President Theodore C. Day (R-Seneca), and Assemblyman Clark Wemple (R-Schenectady). For years, the Employees Association has decried the injustice of allowing agency personnel who have had a fatal tendency to deny

Mamaronck Village Aides Ratify Pact Negotiated by CSEA

(From Leader Correspondent)

MAMARONECK — Negotiations have been finalized for a renewal contract between the Village of Mamaronck and the Village of Mamaronck unit, Westchester chapter, Civil Service Employees Assn. The contract was signed at a ceremony held at the Village Hall.

Michael DeiVecchio, president of the employee chapter, was chief negotiator for the employees, along with unit president, Steven Zlotnik, Village Manager Donald and Anthony Velotta, village attorney, formed the team for the village.

Provisions contained in the new two-year contract are, for 1969:

- A five percent increase across the board in addition to any increase in the night of June 1. A presentation on behalf of the New York City chapter will be made to Kyer.

- Ten paid holidays;
- Three personal leave days;
- Uniform wage scale for employees in all county departments who are classified in the same category;
- Institution of a new salary schedule.

Leader Moves

Offices of the Civil Service Leader have moved to new quarters at 11 Warren St., Manhattan. The telephone number will remain the same—212-333-6818. The Leader book store is now located on the second floor reception area along with the expanded editorial, advertising and business offices.

Delaware County Aides Win Record 26 Percent Boost

NEWBURGH—The next regular meeting of the Southern New York Conference of the Civil Service Employees Assn., will be May 9 at the Newburgh Armory at 7:30 p.m.

- Ten paid holidays;
- Three personal leave days;
- Uniform wage scale for employees in all county departments who are classified in the same category.

CSEA Wins Major Gain For Fairer Judgments On Discipline Charges

ALBANY—In its closing hours last week, the State Legislature approved a multi-million dollar pay pact and the 25-year guaranteed half-pay retirement negotiated between the Civil Service Employees Assn. and the Rockefeller Administration. It also enacted a measure which will create independent hearing officers to hear disciplinary charges placed against State and local government employees.

Employees Association spokesmen were jubilant over passage of the hearing officer bill, which was sponsored for CSEA by Sen. Theodore Day (R-Broome), and Assemblyman Clark Wemple (R-Schenectady). For years, the Employees Association has decried the injustice of allowing agency personnel who have had a fatal tendency to deny.
an independent race for Council President may seem like a quixotic gesture, but it may be the only honorable alternative in a dilemma from which there is no graceful escape. Louis Laurino, the other victim of the collapse of the Carey ticket, has withdrawn from politics, at least for this year.

Wagner's announcement of his candidacy came as a blessing to the leaders who originally promoted the Carey slate. Preliminary poll taking indicated that Carey would be swamped by Procaccino in the Democratic Primary. Wagner alone promised victory, and these leaders promptly latched on to the Wagner coattails, without regard to the damage done to the political careers of those already joined in the Carey campaign.

The looming Primary fight between the Wagner and Procaccino slates has both geographical and ideological implications. The Procaccino-Smith ticket represented an alliance between the Bronx and Queens political organizations, whose appeal is directed to some extent towards the Party's liberal and reform elements. Stanton Island leader Robert Lindsay has assumed the role of benevolent

(Continued from Page 9)

Your Public Relations IQ

By LEO J. MARGOLIN

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

Some Facts On Figures

GOOD PUBLIC relations for civil service does mean solid information developed by public employees in the course of their official duties.

RECENTLY we informed our readers that they are the newest members of "America's power structure" and that the

READERS OF THE CIVIL SERVICE LEADER
Who Never Finished

HIGH SCHOOL

are invited to write for FREE Brochure. Tells how you can earn a Diploma

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274 Fifth Ave., New York, 10001 Ph. BR 9-2404
Send me your free brochure.

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Address ______________________
City __________________________
State ________________________
Zip _________________________
OUR 72nd YEAR

Only $189

Two Grand Bahama Vacation Specials!

Civil service employees have a choice of two top dates for a luxurious week at the popular Sheraton Oceanus North in Freeport, Grand Bahamas. (The开幕 on Page 15)

Price for either luxury trip is only $189 and includes round trip jet fare, hotel room, deluxe breakfast and dinner and many other features.

Space is strictly limited and application for available space should be made at once by writing to Samuel Emmett, 1060 East 28th St., Brooklyn, N.Y., telephone (after 5 p.m.) 212-285-4488.

Civil service employees should join the Civil Service League and get all the information they need on the benefits of joining.

Civil Service League

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Elko Camera Inc.

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Elko Camera Inc.
Rules Set For CSEA Elections

To Be Held Before Annual Meet

(Special To The Leader)

ALBANY—The Civil Service Employees Ass'n has released its rules on the upcoming nominations—president, five vice presidents, secretary and treasurer—for its eight highest elective offices, with candidates to be installed at the September Annual Meeting.

The State elections will be conducted by an outside, impartial election agency, selected by the Board of directors, in accordance with CSEA's Constitution and By-Laws, and policies adopted by the Board.

According to CSEA's Constitution (Article IV, Section 4), election and nominating procedure for Statewide offices are as follows:

Section 4. OFFICERS. The officers of the Association shall be a President, three or more Vice Presidents, a Secretary and a Treasurer.

(a) ELECTION. Officers of the Association shall be elected by ballot at the annual meeting held odd numbered years in the manner prescribed in the by-laws. They shall hold office for a term of two years or until their successors shall have qualified. Vacancy in the office of President shall be filled by a Vice President in consecutive order and vacancy in the office of Secretary and Treasurer may be filled for the remainder of the term by the Board of Directors.

(b) NOMINATIONS. A Nominating Committee shall be appointed by the Board of Directors at least one hundred thirty days before the annual meeting of the Association held in an odd-numbered year and such committee, after giving full consideration to all facts or petitions presented to it by individual members or groups of members, shall file with the Secretary, at least 85 days before such annual meeting, a slate of nominations for officers of the Association containing at least two nominations for each office. No person shall be eligible for nomination unless he shall have been a member in good standing of the Association on or before June 1st of the year preceding the year in which the election is held. Any such candidate may withdraw as a candidate by notice in writing to the Secretary but not subsequent to the seventieth day before such annual meeting, and in such event the Nominating Committee shall file with the Secretary a substitute nomination to benefit, which Council 50 reported as an extra which they "agreed out of the State ever and above the CSEA pact," was actually a definite part of the contract as early as last October just before Council 50 forced the State to cut off negotiations with CSEA through a series of legal maneuvers. This fact was confirmed by Abe Lavine, State Director of Employee Relations, after Council 50 issued the erroneous statement.

In Unity There Is Strength

Zahm Urges Membership Committees To Move Quickly

To Strengthen CSEA Position

(From Leader Correspondent)

SYRACUSE — "We'll have to go out into the reeds and beat the bushes for new members," E. Norbert Zahm, director of Education for the Civil Service Employees Ass'n, told the April membership meeting of CSEA's Onondaga chapter.

Zahm said the competition for members will increase "because there is no such thing as union security—no union, nor closed nor agency shop" under the Taylor Law.

Recent amendments to the Taylor Law make it important for CSEA to work for increases in membership, Zahm explained. He discussed briefly the new penalties imposed by the last amendment of the Taylor Law. Some 17 new bills have been filed in the Legislature trying to amend or eliminate—some bills by Senator John H. Hughes of Syracuse would do away with the law entirely—the Taylor Law, he said.

Zahm also noted that there were about 800 contracts signed under the Taylor Law in the last year, but only seven or eight strikes.

To strengthen CSEA, he said, "we have to get people into the organization that believe as we
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—both 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—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 employees families.

We repeat...

HEALTH INSURANCE PLAN OF GREATER NEW YORK
625 MADISON AVENUE, NEW YORK, N.Y. 10022

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

CITY

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

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

Applications blanks are obtainable free either by the applicant in person or by his representative at the Application Section of the Department of Personnel at 49 Thomas Street, New York, N.Y. 10013. Telephone 566-9700.

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

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 IRT 7th Avenue Line and the IND 8th Avenue Line. The IRT Lexington Avenue Line stop to use is the Brooklyn Bridge stop and the IND 8th Avenue Line stop is Chambers Street.

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

STATE

STATE—Department of Civil Service, 1350 Ave of the Americas, N.Y. 10019, phone 786-3811; Civil Service Region Office, 1219 Ave of the Americas, N.Y. 10019, phone 786-3811; Alfred E. Smith State Office Building and the State Office Chambers, Albany 12226; Suite 750, 1 West Genesee St., Buffalo 14202; State Office Building, Syracuse, 13202; 506 Midtown Tower, Rochester, 14601. (Wednesdays only).

After 5 p.m. telephone, 786-3811, give the job title in which you are interested, plus your name and address.

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

FEDERAL

FEDERAL—Second U.S. Civil Service Region Office, Federal Bldg., Federal Plaza at Duane St. and Broadway, New York, N.Y. 10007. Take the IRT Lexington Ave. Line to Chambers St. and walk two blocks north, or take any other train to Chambers St. on the Broadway Bldg.

Hours are 8:30 a.m. to 6 p.m., Monday through Friday. Also open Saturdays 9 a.m. to 1 p.m., phone 203-6101.

Applications are also obtainable at main post offices except the New York, N.Y., Post Office.

Boards of examiners at the particular installations ordering the tests also may be applied to for further information and application forms. No return envelopes are required with mailed requests for application forms.
Tests For Motor Vehicle Clerk
Set For 10 Downstate Cntrs.

With eligibility lists used to fill State vacancies only in the New York Metropolitan Area, candidates for the posts of motor vehicle license clerks have until May 19 to fill for the upcoming June 21 test while starting pay now stands at $4,395 and reaches $5,485 in raise in the New York Metropolitan Area, candidates for the...
A Bill For Justice

GOVERNOR ROCKEFELLER now has before him a bill which can correct a long-standing injustice suffered by State and local government workers. This measure, which was introduced into the legislature at the request of the Civil Service Employees Asso., would require civil service agencies to use outside, independent hearing officers when employees are brought up on disciplinary charges.

For years, civil servants have had to put up with agencies being the very judges in the treble role of accuser, judge and jury on these charges and accusers are notoriously reluctant to judge themselves in error.

This bill will certainly meet with some opposition from these agencies heads or local politicians who use the threat of such hearings to keep employees under their thumbs. Such opposition must be ignored.

Governor Rockefeller will be doing a great service toward the advancement of the Merit System by signing this important legislation.

Cooperation

NEW YORK City's Police Department has started implementa­ tion of a fourth working place in the South Central Bronx. The system, eventually, will spread throughout the City.

Whether this system is a violation of the contract between the City and the Patrolmen's Benevolent Assn. is a matter for the courts to decide. However, as we pointed out editorially some weeks ago, it should be done on a volunteer basis. The patrolmen do not want this plan imposed upon them. There are many men, however, who want to work steady tours.

Several weeks ago, when the fourth placeon measure passed over the objections of the FBI's leader, John Cassese, the PBA urged that the extra tour be made voluntary, rather than mandatory.

Cassese added that he could provide the manpower to man these tours. It was here that we urged Commissioner Leary to give him the chance.

Commissioner Leary is to be congratulated for giving the PBA the opportunity; John Cassese is to be congratulated for living up to his promise—as usual; and the members of the patrolmen's force are to be congratulated for heeding Cassese's calls for the volunteers.

This cooperation has resulted in better service for the people of the City of New York without ill-feelings on anyone's part.

N.Y.-Tokyo Affiliation

New York City's public schools are participating in the celebration of the 16th Anniversary of the New York-Tokyo Sister-City Affiliation.

Included in the special activities marking the event are presentation of a television program on video-tape to the Consul General of Japan and a special broadcast of a program on Tokyo over the facilities of the Board of Education's TV station, Channel 25.

More than 100 public schools have been designated "sister schools," with counterparts in the Japanese metropolis. The schools have a continuing program of reciprocal activities, which include exchange of photos, school periodicals and audio-tapes.

Plans for marking the occasion in the public schools were arranged by an education committee headed by Dr. Leonard Ingraham.

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Plans for marking the occasion in the public schools were arranged by an education committee headed by Dr. Leonard Ingraham.
We didn’t make it any easier to look at. Just easier to drive.

You’d never know it to look at it, but that’s a Volkswagen without a clutch pedal. What it does have is something called an automatic stick shift. “Automatic” because you can drive it up to 55 mph without shifting at all. “Stick shift,” because you shift it when you go over 55. Once

And that’s just to help you save gas. (In keeping with a grand old Volkswagen tradition.)

As a matter of fact, this Volkswagen still gives you 25 miles to the gallon. It still takes only an occasional can of oil. And it still won’t go near water or antifreeze.

If it were anything but a Volkswagen, you’d probably pay dearly for all this luxury.

Instead, a Volkswagen with an automatic stick shift costs a mere $1,938. All of which reinforces what we’ve been saying for 20 years.

Looks aren’t everything.
Research for Protection
...so more will live.

The National Multiple Sclerosis Society, with chapters in all major cities of New York State, was founded in 1946 to seek the cause and cure — still unknown — of this disease which afflicts more than 500,000 Americans.

Multiple Sclerosis is a disease of the central nervous system that most often strikes young adults. The patient may suffer impairment of speech, sight and movement.

The National Multiple Sclerosis Society has allocated some $7 million to research since its inception. Regional chapters assist patients with loans of wheelchair, crutches and sick-room equipment, and serve as clearing houses for information on how best to cope with this disabling disease. Chapters conduct regional fund drives and contribute a large portion of the proceeds to the National Society for research. “All the pieces of the Multiple Sclerosis jigsaw puzzle are on the table” said a scientist recently. “It remains only to assemble them correctly.”

Support your local Multiple Sclerosis society and drive... help put the puzzle together.

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

...specifically designed for protection against the costs of hospital and medical care for public employees. For one thing, if you have to go to the hospital in the middle of the night, or over the week-end, your Statewide Plan identification establishes your credit. You're admitted without making a deposit in advance. And when you leave, there's no worry about cash... Blue Cross will pay your bill. You couldn't possibly have better protection than the Statewide Plan... Blue Cross hospitalization, Blue Shield medical and surgical, and Metropolitan Major Medical.

Ask your payroll or personnel officer for complete details about the Statewide Plan. Then you'll understand why these are... New York State's No. 1 Get-Well Cards!

NEW YORK STATE'S NO. 1 GET-WELL CARDS!
(Continued from Page 2)

City Hall's Influence

National politics are implicit in the maneuverings among leading Democrats in the city. Some of the key players have been actively involved in city affairs for many years. One of the most influential is Mayor Low, who has a long history with the Democratic Party. Low is considered to be a key player in the upcoming elections, and his influence is expected to be significant.

Key Answers

This advertisement is reprinted due to typographical error in prices of last week's ad.

**JAMAICA FROM $239**

- 7 Nights—8 days • All Inclusive • Golf • Snorkeling • Jet Skiing • Sailing • Excursions • Meals and drinks included
- Round-trip airfare from New York City
- All transfers included
- $239,000.00 annually

**SPAIN FROM $289**

- 10 Days—11 nights • All Inclusive • Glacier Bay • Ketchikan • Skagway • Juneau • Victoria • $289,000.00 annually

**KEY ANSWERS**

- EXAMINATION NO. 7705
- PROMOTION TO SENIOR TELEPHONE OPERATOR
- Final Key Answers for Written Test held January 27, 1969

**IMMEDIATE TRAVEL CHOICES**

- Jamaica
- Spain

**FOR CIVIL SERVICE EMPLOYEES AND FAMILIES...DELUXE PACKAGE TOURS AT LOWEST PRICES**

**JAMAICA ADVENTURE**

Complete Holiday Trip Includes:
- 7 Nights—8 days • ONA DC-9 Jet • Playboy Club Hotel • Breakfast—Dinner daily • Welcoming Rum Swizzle Party • Glass Bottom Boat Tour • All Transfers • All Portage charges.

**SPANISH ADVENTURE**

Costa Del Sol's Holiday Trip Includes:
- 7 Nights—8 days • DC-9 Jet • Deluxe Atalaia Park Hotel • Breakfast—Gourmet Dinner daily • Spanish Wine Welcome Party • Golf • 18-hole hotel course • All Transfers • All Portage charges.

**BROUGHT TO YOU EXCLUSIVELY BY**

PUBLIC EMPLOYEES TRAVEL ARRANGEMENTS

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(518) 237-8414
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& Work Approved by N.Y. State Education Dept.
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121 Broadway. N.Y. N.Y. 10005
Please write name across the High School Equivalency course.
Name
Address
Grade

Sanitation Men
(Class 3)
Special Rates
P.O. Truck Practice
$10.00 per hr.
TRACTOR TRAILER
Truck and Bus
INSTRUCTION
For Class 1 & 2 & 3
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Seven Days A Week.
145 W. 14th Street
Phone: CH 2-7547

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Hwy. Engineers
You'll be looking over the fourleaf clover, or traffic cloverleaf, if it's your good luck to qualify
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SCHOOL DIRECTORY
MONROE INSTITUTE — IBM COURSES
Kepaboom, IBM-360,
Commercial Programming, NUA, Businessman, N.Y.
EQUIVALENCY, Day & Evening.
383 Rebels Ave, BR. PHONES: 222-5588
EAST FORESTHALL ROAD, BRONX, NEW YORK
VETERAN TRAINING CENTER, DEPT. OF EDUCATION

This Week's City Eligible Lists
Promotion to Senior Telephone Operator, Police Department
1 Helen M. Klinger, Katherine Fishley,
Angeline A. Genoa, Zita E. Barnes, Evelyn A. Garner, Alice E. Durkin.
Promotion to Senior Telephone Operator, Fire Department
1 Dorothy A. Cragan.
Promotion to Senior Telephone Operator, New York City Transit Authority
(Management of Way)
1 Grace M. Harris, Martha Vales.
Promotion to Senior Telephone Operator, Traffic
1 Mary A. McNamara, Celestia M. J. Hall, Katheryn C. Gibbons, Dorothy L. Barnes.
Promotion to Junior Telephone Operator, Melody
1 Delores D. Ranta, Delores D. Ranta, Lillian A. Berri.
Promotion to Junior Telephone Operator, New York Central
1 Florence M. O'Neill, Doris M. Smith, Dorothy E. Jones, Delia E. Laffey, Mary E. Krammer, Helen M. Lerner, Rose G. Pedrotti, Alice E. O'Donnell.

Eight Queens Boro Hall Aides Retire; Combined Service Spans 2½ Centuries
Queens Borough President Sidney Leviss has noted that eight members of his staff, totaling more than two and a half centuries of service at Borough Hall—five with 40 or more years—will start their retirement by long and diligent service and all, a long, healthy and happy retirement.
Peter Pino of Floral Park, a group in point of service with 47 years, followed closely by Mr. Martin (Mark) B. Wainscott, Borough Hall. "But all have earned their retirement by long and diligent service and all, a long, healthy and happy retirement."
CSEA Pact Gives State Aides Improved Salary & Pension

(Continued from Page 1)

Justice for employees of fear for getting in trouble with the bosses who brought the charges.

Under the new pact, an independent hearing officer must be a person who is in no way under the jurisdiction of the State or any local government; he is bringing the charge against an employee.

In Plaumenbaum, second vice president of the Employees Association and president of CSEA's Nassau County chapter, said that CSEA has taken another big step toward removing politics from labor-management problems. Local government workers will no longer feel a three-way pressure when they have been caught up on charges and can fight for justice without being told to play it safe and give in.

Following passage of the salary bill, which won unanimous approval in the Senate and swept through the Legislature readily

... and members of the negotiating teams for each pay raise...
The appointment of Daniel L. Wilson of Youngstown as a member of the Hancock Central School Board of Education has been announced by Governor Nelson A. Rockefeller recently.


LEGAL NOTICE

DAYTONA ASSOCIATES.—Subscribers of contracts of Limited Partnership Busi¬ness in its own real property located Daytona Beach, Fla. Advertised: 100 State Street, 215 Fifth Ave., New York, N.Y. Notice is hereby given that General Partners, Irving M. Ephraim, 137 E. 71 St., New York, N.Y. and Michael Weinberg, 137 E. 71 St., New York, N.Y. have advised Limited Partners of the death of their General Partner, Daniel I. S. Benninger, 137 E. 71 St., New York, N.Y., whose name will now be deleted from the records of the General Partners above. No new General Partners are being added at this time. The remaining General Partners expect to continue the business in the same manner as before.

All Limited Partners: David Schneider, 1022 W. Howard, Chicago, Ill.; Fred Edgerton, 447 E. 56 St., New York, N.Y.; Bernard Strauss, 101 E. 71 St., New York, N.Y.; and Edward S. M. Schapiro, 63 W. 54 St., New York, N.Y.

FEBRUARY

HANCOCK MEDIATOR

The New York State Public Employment Relations Board has named John E. Gibb, a consulting civil and management engineer of Elmlia, as mediator to the dispute between the Hancock Central School Board of Education (Delaware County) and the Hancock Central School Unit, Delaware County chapter, Civil Service Employes Assn.

“TENDER, LOVING, FUNNY-SAD!”

ROBERT DE Niro and MARY WALSER

Now FORUM 47th St. / Lowes HOTEL

Get your tickets today, 1-2-3-4-5

$595 PER PERSON DOUBLE OCCUPANCY plus 5% tax & services

Tentative Dates: Phone No.

April 12, 26; May 10; June 7; July 12, 1969

rn Universal Airlines a Certified Supplemental Carrier

2 FUN-FILLED WEEKS

A Replica of Hollywood

3 DAYS IN San Francisco

3 DAYS IN Honolulu

3 DAYS IN Las Vegas

WHERE TO STAY

Private Equity Associates — Subscribers of Contracts of Limited Partnership Business in its own real property located at Daytona Beach, Fla. Advertised: 100 State Street, 215 Fifth Ave., New York, N.Y. Notice is hereby given that General Partners, Irving M. Ephraim, 137 E. 71 St., New York, N.Y. and Michael Weinberg, 137 E. 71 St., New York, N.Y. have advised Limited Partners of the death of their General Partner, Daniel I. S. Benninger, 137 E. 71 St., New York, N.Y., whose name will now be deleted from the records of the General Partners above. No new General Partners are being added at this time. The remaining General Partners expect to continue the business in the same manner as before.

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**Albany Police Test**

The beat in Albany; the job of police patrolman: the deadline for application filing falls on May 12.

For those interested and qualified for the May 24 test, place of the exam is Albany's Hackett School on May 12. A police patrolman; the police department is anxiously awaiting applicants. If interested and qualified, for information call 518-472-5283, or come in person to the Municipal Civil Service Relations, New York University.

**Help Wanted - M/F**

**WANTED:** Patrolman. Applicants must be between the ages of 20 and 29, with the exception of veterans who may sub­mit the length of time they served in the armed forces, up to six years, from their actual age. High school graduation or possession of an equivalency diploma is required. Physical requirements and moral standards have been set by the examiners.

For further information call 518-472-5283, or come in person to the Municipal Civil Service Relations, New York University.

**Suffolk Fact-Finder**

The New York State Public Employment Relations Board has ap­pointed Bruno Stein of New York City a fact-finder in the dispute between Union Fire School District No. 10, Towns of Huntington, Smithtown, Commack, Suffolk County and the Commack Schools Cafeteria Employees chapter of the Civil Service Employee's As­sociation.

Stein is an associate professor of economics and assistant direc­tor of the Institute of Labor Relations, New York University.

**EDUCATIONAL TV ADVISOR**

ALBANY—John Stock of Tupper Lake has been named to the State Regents Advisory Council on Educational Television.

**REAL ESTATE VALUES**

**Stuart, Florida**

**RETIRED MONEY $8,000 to $12,000**

**EXECUTIVE HOME $25,000 to $35,000**

**H. L. PULFORD, STA. FLA.**

**WRITE REQUIREMENTS, P. O. Box 158**

**FENIGER BUILDING**

**SAVE ON YOUR MOVE TO FLORIDA**

Compare your cost per 4,500 lbs. in St. Petersburg, New York City. $562. For an estimate in any destination in Florida.

**Write SOUTHERN TRANSFER AND STORAGE CO. INC.**

**3910 1ST AVENUE**

**ST. PETERSBURG, FLORIDA**

**Forms & Country Homes, Orange County**


**Tavern For Sale - Adirondacks**

FULLY equipped Bar & Restaurant with business license. Price $2,500. Phone 743-2418.

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Det 4 bedroom, all rms. All rooms are finished. Only $3,750. $590.00 mo. installment. Owner will finance.

**SPFGLD GDNs**

**$17,590**

**ENGLISH COLONIAL**

Owner must sacrifice 5 rm home & sun porch. Mod kit & bath. All appliances. No waiting.

**ST. ALBANS**

$28,590

**4 BEDROOMS**

Det colonial, 6 rm, 1st floor & bsmt. Complete fin, bmt,modernized, gar, extras.

**QUEENS VILLAGE**

$21,990

**BEDROOMS 21/2 BATHS**

Det Enng Colonial—9 rm, on a 1/2 acre plot, all rms & bsmt of house. Ultra mod kit & bath.

**Garden**

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**$26,500**

**BRICK RANCH TYPE**

Det 4 bedroom, all rms. $1,600 mo. No extras. Landscaped.

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**$16,180**

**DET LEGAL 2 FAM 3/5**

Det 2 1/2 fam, 3 br & sh, consisting of 3 5 rm clinics. Drastically reduced. Owner must sacrifice. Located across the street from a fine country club. Situated in a park-like neighborhood. A must to see.

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6 yr old brick & sh—5 rm ranch. Ultra mod kit & baths, wall ovens, fin bsmt.

**CONV INC (VICTOR 180)**

Year—$720 total includes closest cost of heating and cooling.

**BRICK RANCH**

$39,000

3 1/2 brms, 2 1/2 baths, 2 car garage.

**BRATTON**

**300' STATE & TOWN ROADS**

Terms. Owner must sacrifice this 5 rm, 1 family, 2 bath, 2 car garage, extras. $15,000 cash takes over mortgage.

**BURKE AVE. VICINITY**

$39,000

3 brms, 2 bath, 2 car garage. Owner must sacrifice.

**LAURELTON**

**$17,950**

**ENGLISH COLONIAL**

Owner must sacrifice 5 rm home & sun porch. Mod kit & bath. All appliances. No waiting.

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**4 BEDROOMS**

Det colonial, 6 rm, bsmt around by 3 brms. Com­pletely fin bmt,modernized, gar, extras.

**QUEENS VILLAGE**

$21,990

**BEDROOMS 2 1/2 BATHS**

Det Enng Colonial—9 rm on a 1/2 acre plot, all rms & bsmt of house. Ultra mod kit & bath.

**Garage**
Tax Examiner Back Pay Bill Passes Legislature

ALBANY—A bill sponsored by the Civil Service Employees Assn. to give thousands of dollars in back pay to more than 40 State sales tax examiners has passed both the Senate and the Assembly and now must clear the final hurdle—approval by Governor Rockefeller.

The bill stemmed from a CSEA appeal on behalf of the employees to the State Grievance Appeals Board, which gave a favorable recommendation.

CSEA had told the Board that the tax examiners, hired en masse in the 1940s to help finish the war and then laid off, were paid on a State policy which cost them a total of several thousand dollars.

A Membeге of the Board, who had been inducted to accept State employment with an offer to give them special increments which would bring them to maximum salary levels in their respective grades without fulfilling the longevity requirements of those salary levels.

The State Taxation and Finance Department agreed to seek the special legislation required for that move.

On April 1, 1966, shortly after the employees had been hired, a CSEA-negotiated pay raise gave an eight percent boost to all State employees. Department officials then refused to carry out their agreement with the tax examiners, noting that the new raise brought them to higher salaries than they had ever gotten under the original offer.

On hearing CSEA’s evidence, which showed that the “appealing employees” had accepted an agreement in good faith, the Grievance Appeals Board ruled that the legislation agreed to in 1965 be introduced and enacted, and that the employees receive the pay raise retroactive to that time.

Mamaroneck Pact

(Continued from Page 1) cements due an employee; 1/60th annual salary to a maximum of $10,000; simple procedure for contract provisions; payment for unused sick time at retirement to be used for payments of health insurance after retirement; out-of-state guarantee.

Effective June 1, 1970, an additional five percent salary increase over and above any increments due to the above items, to be added to all cost of living, whichever is higher; adoption of bi-weekly pay schedule if in CSEA’s opinion, employees are adopted.

CSEA Winning Battle

Progress Reported in Rochester D of E Office Relocation

(Special To The Leader)

ROCHESTER—Some progress has been reported in finding satisfactory office space for employees in the Insurance office of the Division of Employment in Rochester.

“The Rochester chapter of the Civil Service Employees Assn. had been waging a two and a half year battle to eliminate the conditions under which these employees were working,” said Samuel Grossfield, a chapter representative who has been closely following the case.

The break-through came when Benjamin Prank, deputy commissioner of the State Office of General Services, informed CSEA that a lease proposal for the office space at 181 Franklin St. in Rochester was submitted to the Division of Employment for approval by the Federal Bureau of Employment Security.

The chapter and CSEA officials in Albany are studying ways which would speed up approval by the Federal Government.

Meanwhile, Grossfield praised Executive Deputy Industrial Commissioner Herbert Crispell for his efforts and cooperation in trying to “eliminate this intolerable situation.”

Expect Upgrading

Of Warrant, Transfer Office Relocation

(Special To The Leader)

ALBANY—Final decision by the State Division of the Budget is being awaited on the one-grade upward reallocation of warrant and transfer officers in the State Division of Parole.

The reallocation recommendations from grade 13 to grade 14 reached the Budget Director through a series of appeals and hearings.

CSEA Tells Niagara County Supervisors: ‘Ready For Business’

(From Leader Correspondent)

LOCKPORT—“We’re ready to start negotiations any time you are,” William H. Doyle, president of Niagara chapter of the Civil Service Employees Assn., said this week in a meeting with the Niagara County Board of Supervisors.

Doyle, who assumed leadership of the chapter last week at an installation dinner in the Lockport Elks Club, acted after the State Public Employment Relations Board certified the CSEA as the collective bargaining representative for about 750 county workers.

The CSEA had been negotiating for the employees earlier but negotiations were delayed pending a PERB-ordered representation election.

Dorothy Maxwell heads the Niagara chapter negotiating committee.

Dorothy is a senior laboratory technician at Mt. View Hospital in Lockport.

Other chapter officers are:

First vice-president, Mrs. Marjorie Sund; second vice-president, Mrs. Patricia Brant; treasurer, Mrs. Margaret Weis; secretary, Mrs. Ruth Roome; and financial secretary, Mrs. Margaret Dunlap and Mrs. Ann Reedbeer.

Mediator In Niagara

ALBANY—James E. Ryan of Buffalo has been designated as mediator for the Public Employment Relations Board in a dispute between the City of North Tonawanda and the Niagara chapter of the Civil Service Employees Assn. Ryan is executive vice president in charge of industrial relations at the Dun-Test Corporation.

Colston Appointed

ALBANY—The State Education Department has announced appointment of James A. Colston as examiner for the State Examinations Board.
Your Public Relations IQ

(Continued from Page 3) average of $30.53 for drugs and sold an estimated $122 million in merchandise in one year to support the habit. (Commission's 21-Month Report Thru December 1968)

 Thirty-three of the 15,000 farms registered in New York State are in N.Y. City. The City does better with amphetamines: 490 vs. 1,044 for the entire State. (N.Y. State Dept. of Motor Vehicles)

★ N.Y. City is the world's largest "vertical" metropolitan with 52,222 elevators, 1,006 escalators, and 280 inclinators. Dep't. Buildings, City of N.Y.

★ N.Y. City's economy benefited by $1.45 billion in 1968 from 18,200,000 out-of-town conventioneers and tourists. (N.Y. City Convention and Visitors Bureau)

★ Total employment in N.Y. State for Feb. 1969 was 7.77 million, highest of any February on record and up 20,000 from the previous February. Unemployment rate was 2.8 percent, a record low. ("Employment Trends," April, 1969, N.Y. State Div. of Employment)

★ N.Y. City's approximately 10,000 salaried employees collect seven million lots of garbage annually and each can earn a total salary of $9,571, a new national high for such duties. (Dept. of Sanitation and Dept. of Personnel, City of N.Y.)

★ In all N.Y. State, 62,332 vehicles registered as taxicabs, 40,140 being in N.Y. City where only 12,722 have the coveted taxicab medallions issued by the Police Dept. The overall figure includes all rural areas. (N.Y. State Dept. of Motor Vehicles)

★ Department within the City of N.Y. with largest number of positions: Board of Education. 72,064; next three largest: Social Service (welfare), 28,417; Police, 33,818; and Hospitals, 27,489. Smallest agencies: Bronx Public Administrator, 1 position, and Board of Ethics, 3. City of N.Y. 1969 Official Directory)

★ During 1968 4.6 billion quarts of milk, equal to $2.21 billion pounds, were produced within N.Y. State. (N.Y. Dept. of Agriculture and Markets)

★ NO EVERY Item is a "black-buster", but all are "eyebrow raisers." They comprise pieces of information which add to a very potent "power"—civil service power.

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