11,592 Clerical Aides Upgraded; CSEA Demands Reopening Appeal For Remaining Unaffected Titles

(Special to The Leader)

ALBANY—The reallocation of 11,592 employees in some 48 clerical titles in State service accomplished last week by J. Hart Kelly, director of the State Division of Classification and Compensation, the action, termed a step in the right direction by officials of the Civil Service Employment Association, who had made the reallocation appeal in September, 1967, was denounced by the same officials as one which it did not feel was far enough.

In a telegram to Mrs. Erva Pus- su, president of the State Civil Service Commission and T. Hy- man Hurd, State Budget Director, Dr. Theodore Wenzl, CSEA pres- ident, wrote:

"The reallocations released today are a long-overdue step in the right direction in ad- justing the inequities in office and clerical positions. We are disappointed, needless to say, in that we have sought two-grade reallocations and consider one-grade reallocations wholly inadequate. The members of the Civil Service Employment Association, however, and indeed, angered by the commission of any reallocations of entrance and sector level clerical titles, typists, key punch operators, dictating machine transcribers, telephone operators, etc.

Our members are demand- ing that the Civil Service Commission reconsider its position and reallocate the above titles. Dr. Wenzl pointed out to The Leader, that the Grade 2 and Grade (Continued on Page 16)

Dr. Wenzl Hits Taylor Law Lack Of Sanction For Public Employers

Failure to provide sanctions against public employers when negotiations falter was described as a major flaw in the Taylor Law by Dr. Theodore C. Wenzl, president of the Civil Service Employees Association.

Dr. Wenzl's comments on the State's new public employee relations act were delivered at a hearing on the Taylor Law held in New York City by the Joint Legislative Committee On Labor, whose chairman is Assem- blmen Frank Rosenthal (D-New York).

The text of Dr. Wenzl's speech read:
The Civil Service Employees Association, of which I am president, represents nearly 156,000 public employees; 134,000 of these are employed in State service and the balance are on the payroll of school districts and hospital authorities in all parts of the State. In CSEA, therefore, is the labor force of the State, the Taylor Law at all levels of government and it is the public employers of all sorts. In our opinion the adequacy of regulations of entrance and sector level clerical titles, typists, key punch operators, dictating machine transcribers, telephone operators, etc.

Our members are demand- ing that the Civil Service Commission reconsider its position and reallocate the above titles. Dr. Wenzl pointed out to The Leader, that the Grade 2 and Grade (Continued on Page 16)

CSEA Files Request 20 Percent Geographical Pay Differential Sought For Machinists In Metro Area

(Special to The Leader)

ALBANY — A 20 percent geographical wage differential for machinists employed at State facilities in the five New York City boroughs and the counties of Westchester, Nassau and Suffolk has been requested by the Civil Service Employees Association.

In a letter to Dr. Wenzl, CSEA research men cited salary data compiled by the U.S. Department of Labor's Bureau of Labor Statistics and reported in the Bulletin's three area occupational wage surveys covering New York City, Albany-Schenectady-Troy area and the Buffalo area.

The BLS report shows, according to CSEA, the machinists in private employment in the New York City area are paid more than primarily-employed machinists elsewhere in the State. "Thus, it is clearly evident a CSEA spokesman commented, "that the area to which this application ap- plies, is an area in which machinists have higher average yearly earnings than they do in other areas of the State."

Using the fourth step of salary grade 11 machinists employed by New York State ($6,764) as the average annual State salary for this position, CSEA compared the preceding figure with the average yearly earnings of machinists primarily employed in the New York City area and found a disparity of 18.7 percent in favor of the latter group.

A CSEA official told J. Hart Kelly, director of the State Divi- sion of Classification and Compensation, that this differential "should be immediately imple-mented" for those State employees affected by the application. (Continued on Page B)
Civil Service Leader

The 140,000-member Civil Service Employees Assn., for instance, has been in the Legislature for salary increase negotiations after a court order suspended talks with the Rockefeller Ad-
ministration. Current reports have it that both Senate Majority Leader Earl Brydges and Assembly Speaker Anthony J. Travia have lent sympathetic ears to CESEA's demands for a better pay package.

The version of the latest negotiations for the pay package, which have been successful in their fight for a revision of the penal law which prevented police officers from retiring until it was determined that several factors had been met.

In addition, they are looking forward to a better pension system having $4,200 after 20 years and full pay after 30 years. Firefighters also are looking to the Legislature for continuance of their escalator-graded benefits won last year for retirees. Under this plan, retirement benefits fled to the cost of living index.

However, what last year the City of New York claimed to be an equitable pension settlement, they are fighting now in the Legislature.

Of course, the heart and lungs which declare disease of these organs to be of great preventative importance, are among the highest priority bills in their pro-
grams.

Civil service employees have many friends in Albany and they are waiting for them to come through once again. The civil service: "We remember in November" is had for any legis-
lator as leader.

Dooley Reappointed

ALBANY—Government Rockefeller has sent to the Senate for confirm-
ation the recommittal of Reti-
rement B. Dooley of Mamaroneck as a member of the State Athletic Commission, for a term ending January 1, 1971.

May 4 to 25

Mediterranean Jet

And Cruise Open

A special five-country tour of the Mediterranean, visiting Italy, Greece and the Greek Islands, is now open for bookings to members of the Civil Service Employees Assn.

The 21-day trip will begin with a Jet flight to Rome, after which the group will be whisked from there, four members will board the S.S. Regina and cruise to Greece, the group will then travel to the S.S. Dronick before returning to Italy for the return flight home.

The cost of this trip is only $393 per person includes round trip jet transportation, outside of New York, meals aboard ship and most meals on land, hotel reservations, sight-
seeing programs, etc.

The departure is May 4 from New York City and immediately application should be made to Civil Service Travel Club, 711 Eigth Ave., New York, N.Y. 10026, or telephone Circle 7-7706.

STOP Wasting Money!

On Your

AUTO LIABILITY INSURANCE

SALE 10% MORE! State Wide subscribes to the
Safe Driver Plan. If your present company does not, we give you an additional 10%, if you qualify.—(5% out of 10
drivers do qualify).

You Can't Buy Better Insurance... WHY PAY MORE?

State-wide insurance company

CALL AT ONCE FOR EXACT RATES ON YOUR CAR

MAIL AT ONCE FOR EXACT RATES ON YOUR CAR

YOUR PUBLIC RELATIONS

BY LEO J. MARGOLIN

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

Understanding Public Relations

A return to fundamentals is always a good idea, particularly when the discipline of how effective we are in our role as a civil servant is the one.

The more effective we are in public relations, the more public relations of all civil service.

Our readers know the definition of public relations, but they may not know that the service is the one.

We could add to this by stat-
ing that basic to all that has been said is the quality of service rendered to the taxpayers by the civil servants who are paid to give this service.

We take the liberty of quoting from "Municipal Public Rela-
tions" because these days some civil servants are apt to be heard of and regarded about their real:

"All municipal employees from the top down are responsible for serving the citizens of the community. Al-
tivities may be indirect—In the sense that some personnel do not fre-
quently have direct contact with the public, or their obligations are to the public is just as important."

"In one sense, the public itself is the customer, and the public is as important.

"In terms of human relations, this last paragraph simply means that if a man feels he is being treated fairly, even though his request is re-
granted, his attitude toward gov-
ernment and civil service will be favorable.

But once a citizen or a group of citizens feel they are not being treated fairly—or in the vernacular, "being made��er"—there will be a solid refusal to cooperate. And the job of the employee is to establish the public service climate of the organization.

"Overall public opinion re-

Dr. Westmeyer is Named

Dean of NYU's School

Of Public Administration

Dr. Roy R. Westmeyer has been named acting dean of
New York University Graduate School of Public Administra-
tion, according to Chancellor Allan M. Cereski.

Dean Westmeyer had been under the late Dean Ray F. Har-
vey, who died Feb. 2. He came to the university in 1958 as a lecturer in public administration and be-
came secretary of the Rockefeller Ad-
ministration in 1964.

"I am pleased that Dean West-
meier will be able to provide contin-
ued service to the university," said Chancellor Cereski.

"He had assumed the major ad-
ministrative duties of the President's office when Dean Harvey became ill and we are fortunate in having an able assistant and associate dean to pick up the reins."

Dean Westmeyer is a contrib-
uteur to the National Civic Review and also writes for the Municipal Yearbook, as well as be-
ing Secretary of the Municipal Re-
search Association. He is also a member of the Citizens Council, the New York Bar Association. Before joining NYU, Dean Westmeyer taught at Boston, Cornell, and University of Wisconsin.

In 1943 to 1948, he served in a number of governmental and research agencies for the National Civil Service Commission, for a term ending in Feb., 1975, has been served for Senate confirm-
ation. The post is unexcuted.
Syracuse Housing Authority Grants Exclusive Bargaining Rights To Onondaga Chapter

(from Leader correspondent)

SYRACUSE — Designation of Onondaga chapter, Civil Service Employees Assn., as "sole and exclusive bargaining agent on an industry-wide basis" has been granted by the Syracuse Housing Authority.

Mrs. Hilda Young, chapter president, said that certification of the chapter on the "industry-wide basis"—as permitted under the new Taylor Law—will enable the chapter to bargain for all agency employees as a single group. This method of bargaining is like that employed by major labor organizations—as the United Auto Workers—in private industry, she said.

Mrs. Young said she was notified of the BHA action by a letter from William L. McCarty, SHA executive director. He indicated Authorization committee members granted Onondaga chapter recognition at their last meeting.

Unless the Taylor Law, the SHA could have "fragmented" employees by departments, divisions or job titles she noted.

The method used by New York City in bargaining with public employees, and "this historically has precipitated grave public employee labor problems and is one reason why New York City's wages and salaries are not as high as other counties," she said.

"We have all employees united under one roof which adds—strength and when we actually begin to bargain, we can take up the specific problems of each group, department or division to some equitable treatment," Mrs. Young said.

In his letter, McCarty wrote, "For the first time, management is ready now to take a productive future in our relationships in a mutual effort to improve all of the working conditions of our employees. Certainly, if ever a group of hard working and loyal people needed

Salary Plan For Utica Employees
In 1969 Pending After Meeting Between City Officials & CSEA

(From Leader correspondent)

UTICA — The Civil Service Employees Assn., at a meeting with Utica Mayor Dominick Assaro last week, put forward a salary system that would affect city employees.

Assaro told the representatives that implementation of a salary step system would take place this year because of the length of time at this stage in budget discussions, because of a need for further study.

In answering him the leaders, and that, a progressive implementation of the plan could play a part in any development of a salary system in Utica.

Samuel Borelli, executive representative of the Oneida County Central Labor Council, further study of the plan, and said he would favor its adoption by 1969 as practical.

The plan would cover salary increments, longevity and incentive provisions. A salary step plan exists for State employees, and its adoption of such plans for cities is starting to take place, Borelli said.

CSEA represents about 300 employees to city departments, including office and clerical workers, electricians, maintenance men, and engineering department employees and others.

A representative of the group, officials agreed to a study of the plan, with John C. Schell, regional attorney for the CSEA, William Bien of Albany, director of research at the Association's offices, and Robert Guild, district field representative.

Zip-Codes to help speed your mail.

SSPEAKERS — Guest speakers at the annual legislative dinner of the Creedmore chapter, Civil Service Employees Assn., talk things over with the Creedmore chapter members.

Decertification Bid Ended by Nassau Union

MINEROLA — After having the law pointed out by the staff of the Civil Service Employees Assn., a union that withdrawn legislative petitions to decertify the CSEA as bargaining agent in Hempstead and Oyster Bay.

(Continued on Page 14)

Bloodmobile Schedules

Seven Visits in March

ALBANY — State employees at seven agencies in Albany and New York City will be asked to give blood to the State Employees Blood Program during March.

Harold R. Shafer, Blood Bank administrator, announced that the bloodmobile will visit the following locations: Division of Architecture, Office of General Services, 143 Washington Ave., Albany, on March 7; State Education Department and Workmen's Compensation Board in Albany, on March 8; State Insurance Department at 23 State St., in Albany, on March 11; State University of New York, 1460 Washington Ave., Albany, on March 12, and State Insurance Fund and Public Service Commission at 19 Church St., in New York City on March 17.

Shafer also stated that he has scheduled meetings with blood captains of other public agencies at which plans for future bloodmobile visits will be made.

Representatives of the bloodmobile program will meet tomorrow with captains of the Town of River and the Village of Port Jefferson, and on March 14 with a representative from the Townhouses Municipal Housing Authority.

Bendet Republic on complaint to chapters and conferences throughout the State to the employees in question, Bendet recommended CSEA's representation in the Labor Law section which permits the withholding of services in specified cases, Bendet drew long applause when he told...
GOOD REASONS FOR JOINING C.S.E.A.

Accident - Sickness

Income

Insurance Plan

1. Money for living expenses when you need it most.
2. Pays in addition to sick leave benefits.
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9. Underwritten by The Travelers Insurance Companies and approved by The New York State Insurance Department.
10. Endorsed by The Civil Service Employees Association and administered by its Insurance Representatives, Ter Bush & Powell, Inc. for 30 years.

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We will be happy to send you complete information.

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Schenectady

BUFFALO

SYRACUSE

TER BUSH & POWELL, INC.

148 Clinton St., Schenectady, N.Y.

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

Name:

Home Address:

Place of Employment:

Date of Employment:

My age is:

P.S. If you have the insurance, why not take a few minutes and explain it to a new employee.
The City Department of Personnel has released the rating key answers for the Feb. 17 written exam for all applicants. The rating key answers for the exam are:


Eligible returning veterans may receive training in a trade matched to their particular skills under approved apprenticeship training programs, according to William A. Donohoe, Westchester County Department of Labor, unemployment compensation and veterans affairs deputy director.

Donohoe said that the apprenticeship program approved by both the U.S. Department of Labor and the New York State Department of Labor are intended to assist returning veterans to become absorbed into the labor market.

Returning veterans desiring to participate in an apprenticeship program should contact the local office of the Westchester County Veterans’ Service Agency at the county Office Building at White Plains City Hall in New Rochelle or 904 South Street, Peekskill, for complete details.

Westchester Forms Training Programs To Assist Returning Vets

Dr. Poland Appointed To State U. Position

In the last five years, "New Yorkers are entitled to have at hand the widest assortment of the thinking of the world's great moderns, especially in a time when we are faced with such problems as war, ethnic friction, and a critical Presidential election campaign."

The Daily Column will be published Mondays through Fridays at 6:30 a.m., and will be readable and of general interest to the entire nation, at a price of 10 cents.

The New York Daily Journal, Inc. Officers are: President, John Fichet; chairman of the board, John Newton Gleek (president of Divco-Warner Corporation); vice-president and treasurer.

The executive center of the nation, and decisions made here affect the entire world. It is important that the educated and women who make those decisions, have available to them the thinking of some of the best minds writing in America today.

The advertising director of the Daily Journal will be Richard Neiman, who served as a member of the advertising staff at the New York Times. The circulation director of the Daily Journal will be 300 E W Broadway.

The Daily Journal will be published by the New York Daily Journal, Inc. Officers are: President, John Fichet; chairman of the board, John Newton Gleek (president of Divco-Warner Corporation); vice-president and treasurer.

Gleek said: "New York City is the executive center of the nation, and decisions made here affect the entire world. It is important that the educated and women who make those decisions, have available to them the thinking of some of the best minds writing in America today."

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LETTERS TO THE EDITOR

Hospital Clerical Jobs Deserve Reallocation
Editor, The Leader:
Regarding the wage differential and recent study article in the Feb. 20 issue of The Leader: I have been employed in the Medical Library for 13 years. The clerical employees have not been paid an adequate wage. We have not received raises over several years, nor have we received raises following new job classifications. This is unfair and unjust to the employees. We are asking that our wages be raised to a level comparable with the wages of other clerical employees. We feel that our work is just as important as that of other clerical employees. We are requesting a raise for our efforts and for the work we have done over the years. We are requesting a raise that will allow us to live comfortably and to support our families. We are requesting a raise that will allow us to continue to work for the hospital and to provide excellent service to the patients who visit the hospital. We are requesting a raise that will allow us to continue to work for the hospital and to provide excellent service to the patients who visit the hospital.

Sincerely,

[Name]

Hospital Clerical Employees

AmERICAN'S LARGEST WEEKLY FOR PUBLIC EMPLOYEES
MEMBER AUDIT BUREAU OF CIRCULATIONS

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TUESDAY, MARCH 9, 1960

OTHER GOALS

While hopes are high among State employees that the Legislature on Governor Rockefeller's proposal for an eight percent salary increase they have not just lost sight of some other goals that are as important as a wage hike.

Chief among these is a true 1/60th retirement plan that would make the non-contributory system retroactive to the late 1930s. Such retroactivity is the only just way of compensating loyal employees for their years of service.

In addition, a non-contributory health insurance plan and cash payment for unused sick leave are fringe benefits that are particularly important to any wage adjustments this year.

A CLERICAL EXODUS

State officials should not be surprised to hear that State clerical employees in the lower grade levels employed in New York City will be applying for the City entrance exam for clerical jobs when it opens next month.

The starting minimum salary for the City position is $4,300 a year and the difference between this and the State's $3,600 starting minimum—below the Federal poverty level of $3,800—is bound to set the minds of State-employed clerks to thinking about what more need be said.

The Civil Service Employees Assn. has wisely pointed out that these additional benefits are necessary to give true value to any wage adjustments this year.

W. K. Moon

SOCIAL SECURITY

Who can qualify for disabled widow's benefits under the recent changes in the Social Security law?

A severely disabled widow between 50 and 65 whose husband worked long enough under Social Security can qualify for cash monthly benefits if her disability began within five years after his death or within seven years of his death.

I am a 63-year-old disabled widow who never worked because of my condition. My husband worked away several years and then left me with no support. Am I eligible for Social Security benefits?

Recent changes in the Social Security law provide for monthly payments to a severely disabled widow who was dependent on his wife at the time of her death. In addition to the disability and dependency requirements, the widow's disability must have begun before her wife's death and must have continued for at least five years after her death. The widow is eligible for Social Security benefits if she meets these requirements.

If I apply for social security benefits as a divorced widow, how long will my payments start?

There are two factors now which determine when a divorced widow's benefits can begin. The earliest time is 65. If she is 65, her benefits begin. The latest time is five years after her husband's death, but not after 70. The widow's benefits would begin five years after her husband's death.

MISS MILLER

ADMINISTRATION

The principals report on his first visit to the petitioner's classroom was favorable. He stated that the lesson "was the whole, was satisfactory." In his subsequent report on the petitioner's progress, he remarked, "Mr. Foley is not equal to the demands of the profession of teacher, especially in the active literary of a densely populated academic high school. He does not work well under pressure or at speed, nor is he able to plan his time in order to handle several jobs at once." The school board recommended Mrs. Rush acting chairwoman of the library. However, her teaching license was the same as petitioner's.

MISS MILLER

ADMINISTRATION

THE PETITIONER was also observed by the principal himself on two occasions and by Miss Gilligan, the assistant director of senior high school libraries on one occasion.

THE PRINCIPAL'S report on his visit to the petitioner's classroom was favorable. He stated that the lesson "was the whole, was satisfactory." In his subsequent report on the petitioner's progress, he remarked, "Mr. Foley is not equal to the demands of the profession of teacher, especially in the active literary of a densely populated academic high school. He does not work well under pressure or at speed, nor is he able to plan his time in order to handle several jobs at once." The school board recommended Mrs. Rush acting chairwoman of the library. However, her teaching license was the same as petitioner's.

MISS MILLER

ADMINISTRATION

WILNER ADMITTED in evidence the Gilligan report to the effect that the conclusions were derived from her own observations of Foley's teaching. However, the record did not specify which portions of the report were actually disregarded as being contrary to her conclusion. The Gilligan report by the court indicated that the petitioner erred in assuming that the entire report had been ruled inadmissible by Wilner.

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There are a lot of good cars you can get for '3400. This is two of them:

If you don't happen to need two cars, there's only one thing that you need less. One car that costs as much as two cars.

Unless you want to pay a lot of money for a lot of horsepower that you'll never use. There's only one state in the country where you can go faster than a Volkswagen—Nevada. (No speed limit—they're big gamblers out there.)

The only extra horsepower you really need it for all those power gauges. Which you need to drive a car that size. Which has to be that size to hold all those horses.

All of which also makes the average car cost almost as much to run as two Volksagens. Considering a Volkswagen gets as much as 27 miles to a gallon of gas.

But if you're still not sold on the idea of two bugs for the price of one beast, why not take advantage of this special introductory offer; one Volkswagen for half the price of two.
Don't just stand there and worry... do something about your health!

GHI subscribers who are not protected by the newest Family Doctor Plan should be able to include these benefits among their doctor-bill protection:

- in-hospital surgery — scheduled allowances increased an average of 30%.
- specialist consultations — paid in full.
- home calls — allowances up 33%.
- office visits — allowances up 25%.

GHI's Federal subscribers have these benefits.
GHI's State subscribers will have these benefits (starting on April 1, 1968).

Your group needs GHI's new Family Doctor Plan.
GHI does not enroll individuals. Instead, it signs up groups of employed people. Now is the time to urge your employer or your union representative to investigate GHI's New Family Doctor Plan.
City Parking Enforcement Agent
Filing Opens; Start At $5,150

The City Department of Personnel will receive applications from tomorrow (March) through March 26 for parking positions at $5,150 to $8,550.

A written exam for appointment has been set for April 27. Candidates must be at least 40 years old and at least 5 feet, five inches tall. They must be in good physical condition.

In addition, candidates must have a high school or equivalency degree and a driver's license.

The position requires shift work; Saturday, Sunday, and holiday duty may be required. A 40-hour week.

Successful parking enforcement agents patrol an assigned area and enforce laws related to parking, stopping, and standing in that area.

The position may lead to promotion to senior parking enforcement agent at $5,750 to $7,190 and eventually to principal parking enforcement agent at $9,000 to $11,000.

The age requirement for the position does not apply to disabled or non-disabled veterans as defined in section 85 of the Civil Service Law. In addition, candidates may deduct from their age any time they spent on active duty in the Armed Forces.

Further information and applications may be obtained from the Application Section of the Department of Personnel.

NOTICE TO BIDDERS

Sealed proposals covering: Construction of parking structure at 250 E. Washington St., State Office Building Campus, Syracuse, N.Y., in accordance with the plans and specifications on file at the Office of General Services, Controls Unit, Building Department, City of Syracuse, N.Y., will be received by the City Department of Personnel at the Office Building, 333 E. Washington St., Syracuse, N.Y., on or before March 5, 1968, at 11 a.m. (Central Standard Time). The work will be let for the lowest responsible bidder.

The age requirement for the position does not apply to disabled or non-disabled veterans as defined in section 85 of the Civil Service Law. In addition, candidates may deduct from their age any time they spent on active duty in the Armed Forces.

Further information and applications may be obtained from the Application Section of the Department of Personnel.
CIVIL SERVICE LEADER

Tuesday, March 5, 1964

Engineering Work-Study Program Announced By Navy Laboratory

Applications will be received through March 31 for a five-year work-study program leading to a degree in nuclear engineering offered by the U.S. Naval Applied Science Laboratory, Flushing and Washington Avenues, Brooklyn.

Under the program, young men and women will receive tuition and related fees during the first and fifth year of their studies at an accredited college. In addition, they will be able to finance the costs of the remaining three years through work assignments made during work periods at the laboratory.

Candidates must have high school graduation by June 1964. The program is open to the fields of electrical engineering, mechanical engineering, materials engineering, mechanics, chemistry, physics, and chemistry.

During the first year, students will work during the summer and go to school for both semesters in the next three years, they will alternate full-time work with full-time study. During the final year, students will complete their requirements for a bachelor of science degree.

Applicants must have a grade average of 85 or rank in the upper third of their graduating class. They must also rank in the upper third of the College Board scholastic aptitude test scores.

Candidates with college work must have a B average or higher.

Most of the participating colleges will be in the New York metropolitan area, though the University of Michigan's school of naval architecture is included. Brooklyn College, City College of New York, Polytechnic Institute of Brooklyn and Pratt Institute are among those in this area.

Student trainees will normally enter the program at the GS-2 level (first year of work). Wages will be increased later in the program to be at the following levels: after two years of college training—GS-3 ($4,640); after two and one-half years—GS-4 ($4,956); after completion of three or more of the credits for a degree—GS-5 ($5,098).

Upon completion of the program, student-trainees will be appointed at the GS-7 ($4,064) level for a year.

Student trainees who receive financial assistance must sign a declaration of intent to remain an employee of the Department of the Navy upon graduation for one year for each year of financial aid—normally for 18 months.

The background of employees is entirely civilian and is one of the major laboratories under the Chief of Naval Material, N.Y. State education, medical sciences, physics and navigation divisions are involved in its technical development and research work.

Applications and further information may be obtained by writing the student-trainee placement officer at 632-1390, ext. 441. Candidates should submit a completed employment form 87 to the laboratory's civilian personnel department.

Use Zip-Codes to help speed your mail.

Filing Opens Soon For Clerk; Jobs With City Start At $4,350

Pre-application forms will be issued by the City Department of Personnel from April 3 to 23 for a May 18 written exam for clerk positions at $4,350.

The forms may be obtained from the Application Section of the Department or from the public libraries in the City of Mount Vernon, New Rochelle, White Plains and Yonkers.

The clerk positions may lead to promotion to senior clerk, at a salary of $4,900, and eventually to the post of city administrative officer. There are no formal education or experience requirements for the positions.

Some of the tasks of a clerk include: receiving, processing and delivering mail or other material.

State Appointments

ALBANY — The reappointment of three members and the appointment of one new member of the Council on Drug Addiction have been announced by Governor Rockefeller. Members of the council serve without compensation.


BUY U.S. BONDS

FREE LIFETIME PLACEMENT
FREE COURT REPORTER
LEGAL SECRETARY
FREE SIGHT TEST
FREE MAGAZINE

BE A COURT REPORTER
FREE LANCE REPORTER
LEGAL SECRETARY
FREE SIGHT TEST
FREE MAGAZINE

Approved by U.S. Govt. for Foreign Students
Enroll NOW for April Classes!
Free School Catalog at 256 BROADWAY in City Hall
(1049 Ocean Ave., Brooklyn) or City Hall Station.
Observer Techniques Taught At Geneseo

An Institute for Co-teaching Program located at Geneseo, New York, Summer of 1968 has been approved by the State Education Department, for the Division of Education at the State University College at Geneseo.

The program is a continuation of a similar institute held during the summer of 1967 when 13 co-teachers were enrolled in a workshop under the guidance of Dr. Asahel Woodruflf devised a descriptive instrument to analyze the classroom teaching.

The Institute proposed for the summer of 1968 will be a logistic follow-up of the first Institute and designed for the purpose of developing a broader agreement among the various groups in education concerned with teaching children English as a second language. The program was to provide for wider application of the descriptive instrument, and (3) the training of participants in the use of the instrument.

A total of $2,000 from the State Bureau of In-service Education supported the development of the institute. The Bureau provided the basic financial support to $3,000 for the 1968 workshop. The additional monies to provide for wider application of the descriptive instrument, video and audio-taped classroom teaching.

Budget Report Cards Under New System

New York City's Board of Education opened its first budget report cards under a new Planning-Programming-Budgeting System.

Joseph O. Barken, member of the Board and chair of the Business Affairs Committee, said the City school system is the first in any school district in the country and the first of any agency in the City to use the new planning-programming-budgeting approach. He stressed that the set of Program Budget Tables subsumes planning, programming, and the new Planning-Programming-Budgeting System.

The purpose of PPBS is to give Board officials and the public, including the general public, a clear view of school expenditures in the light of their objectives and how effectively they have been spent to achieve these goals.

The program operates at the Citywide, District and School levels. It is a self-correcting device that improves upon the 11,000 pupils in the City's 900 public school. However, the new program format does not replace the overall budget for 1967-68 and 1968-69, nor does it alter the federal allocation of funds.

For a report card, a teacher must write a weekly progress report. This will be sent to the home of the teacher in the third week of each month.

Operation Leadership Helpful Report Says

New York Principal Intern Program, a part of the New York City System's Bureau of Education, has been given a 'very helpful' report by the New York City Board of Education.

The evaluation deals with a project initiated by Deputy Superintendent of Schools Dr. Theodore H. Lang. In charge of personnel, the program was conducted from April 17 to June 18, 1967. Participants included 18 prospective teachers who were appointed to Department of high school who were assigned to many high schools and junior high schools.

Dr. Lang explained that the project was intended to provide in-service training for teachers, in general, and to the training of school heads who have already passed the required courses in education.

The interns spend three days each week in the "host" school and the other two days in seminars and workshops. The interns were evaluated by the superintendent of the host school.

Many states have programs that give teachers an opportunity to work in schools in disadvantaged areas. The New York City Board of Education is now considering a similar program for its own teachers.

Due for a Income Tax refund? Need help in locating your refund, or want to know about your rights? The Earned Income Tax Credit may offer relief for low-wage families. For details on how to claim your refund, please contact the IRS direct.

For a free copy of the publication, "Income Tax Return," contact the IRS at 1-800-TAX-FORM.
Prepaid GROUP PRACTICE—
ANSWER TO A CRISIS!

The “time has come” for prepaid group practice.

Never before have group practice plans received such nationwide recognition. “A sudden explosion of public attention” is the way one health leader describes it.

Prepaid group practice is emerging as the most rational, most convincing answer to the problems besetting the medical consumer, the medical community, and the unions and employers seeking full value for their medical dollar.

Staring hospital charges...medical case costs inflated by insurance fee-schedules and major medical programs...the growing shortage of physicians...the steady increase in medical specialization...widespread concern for the quality of medical service being rendered as the demand for private care is intensified by Medicare and Medicaid—all of these are chickens that have come home to roost for the long-time defenders of the status quo in medical care.

Today prepaid group practice is being hailed across the nation. Leaders in government, medicine, industry and labor are urging that group practice plans like H.I.P. be given every possible encouragement. They seek to have similar plans established elsewhere in the country.

The President...Group practice benefits both physicians and patients. It makes expert health care more accessible to the patient.

—Health Message to Congress—President Lyndon B. Johnson

The H.E.W. Secretary..."Group practice, especially PREPAID GROUP PRACTICE, should be encouraged. Groups of doctors practicing together can make more efficient use of equipment, auxiliary personnel and consultation than doctors practicing alone."

—John W. Gardner, Secretary of Health, Education and Welfare

The Surgeon General"...The American people want to know when and how shall they receive better health care at prices they can afford. We who believe in group practice have an answer. It is not the whole answer, nor the only answer, but it represents a valid and important approach."

—William H. Stewart, M.D., Surgeon General of U.S. Public Health Service

The Consumer Advisory Council...The increasing enrollment of consumers in PREPAID GROUP PRACTICE PLANS, and the establishment of new plans in areas where they do not exist, would represent a significant forward step in enhancing the quality, efficiency and availability of medical care and in limiting its cost.

—Report by President's Consumer Advisory Council

The Congress...Backing up its verbal encouragement of group practice, the Federal Government has successfully sponsored legislation that "will enable physicians to obtain mortgage financing to develop and equip group health facilities in towns and cities across the nation."

In government they are saying:

The AMA Citizens Commission..."Group practice will give the patient the advantages of continuing contact with a family physician who knows him and his history, combined with the advantages of access to a wider array of skills and facilities wherever they are needed."

—American Medical Association's Citizens Commission on Graduate Medical Education

In medicine:

The AFL-CIO Executive Council..."Access to high quality health services at costs they can afford is the right of the American people.

"The AFL-CIO Executive Council therefore calls upon Congress and the Administration to take effective action to control medical costs.

"Among actions that should be taken the council recommends that...grants-in-aid be provided to stimulate the growth of consumer-controlled comprehensive health plans."

—AFL-CIO Executive Council, Feb. 1967

In labor:

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

Ask Salary Differential
For Hydro-Electric Ops.

ALBANY — CSEA has filed an application with the Division of Classification and Compensation for a 10 per cent geographic pay differential on behalf of hydro-electric operators employed at Crescent and Valier Power in Saratoga County.

CSEA noted that the requested amount would aid substantially in compensating for the differences in salary which no exist in that area.

CSEA is also intending to extend the support of Department heads in the State Department of Transportation.

Medical Exam

The City Department of Personnel gave a medical exam last week to 829 candidates for police trainee positions with the City.

We understand.

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CIVIL SERVICE LEADER

Tuesday, March 1, 1968

Nassau Chapter Nominate Slate Of Officers, Directors, Delegates

(Special to The Leader)

MINEOLA—The nominating committee of Nassau chapter, CSEA, headed by chairman John Panasney, submitted the following slate of officers to be voted upon in the coming election to be held on May 15.

OFFICERS
President — Irving Flaimenbaum, Nassau County; first vice-president—Edward Perrotti, Schools; second vice-president—Francis J. Dinivney, County-Parks Dept.; treasurer—Beatrice M. Jacobson, Town of Oyster Bay; secretary—Mary Olatapio, Nassau County Health Dept.; executive secretary—John Present, president of the CSEA.

The Nassau chapter is a bargaining unit for the Nassau County Health Department.

CSEA Recognized By Newburgh Municipal Housing Authority After Months Of Failure To Act On Plea

(Special to The Leader)

NEWBURGH—The case wherein the Newburgh Municipal Housing Authority failed to act on a request for the recognition of the CSEA was brought to the attention of the CSEA in Orange County.

"We petitioned the Public Employment Relations Board on November 20, 1966, and were asked to return for an informal hearing on the same,” Present said.

"Unfortunately, no hearing was held and the case was brought before PERB. The hearing was held on April 25, 1967, and we were told to return for a formal hearing at a later date. We have not been able to contact PERB for any further information on the case. The hearing has been rescheduled for May 15, 1968.

"The Newburgh Municipal Housing Authority has been determined to be a bargaining unit for the CSEA. The hearing will be held on May 15, 1968, at 9:30 a.m. at the Newburgh Municipal Housing Authority, 200 N. Plank Rd., Newburgh, N.Y. 12550.

"We urge all CSEA members to attend the hearing and show their support for the CSEA. The hearing will be held in the Newburgh Municipal Housing Authority Building, 200 N. Plank Rd., Newburgh, N.Y. 12550.

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MH Chapter Presidents To Survey Therapy Aides On Career Ladder Plans

(Special to The Leader)

ALBANY — Presidents of CSEA chapters in Mental Hygiene institutions throughout the state have been requested to appoint a committee to determine the feasibility of creating a career ladder for therapy aides in the state. The request was made by the State Department of Mental Hygiene.

"The committee will be asked to review all current career ladder plans and recommend changes to the CSEA chapter presidents. Those employees who have not yet been contacted are asked to get in touch with the chapter president in their particular institution.

"The committee will be asked to submit its report to the chapter president in their particular institution.

"The report will be presented to the State Department of Mental Hygiene for consideration.

"The committee will be asked to review all current career ladder plans and recommend changes to the CSEA chapter presidents. Those employees who have not yet been contacted are asked to get in touch with the chapter president in their particular institution.

"The report will be presented to the State Department of Mental Hygiene for consideration.

"Nassau County Board of Supervisors has included in its plans some of the recommendations set forth in the Rockefeller documents. The employees in those therapy positions will be asked to review all three plans and recommend any changes to the CSEA chapter presidents. Those employees who have not yet been contacted are asked to get in touch with the chapter president in their particular institution.

"The report will be presented to the State Department of Mental Hygiene for consideration.

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"The report will be presented to the State Department of Mental Hygiene for consideration.
The Wantagh School District unit, headed by Raymond Walsh, won recognition for the custodial and maintenance divisions and was negotiating a written contract. The third agreement affects the custodial staff of the Glen Cove School District, whose unit is headed by William Hurley.

Jesse Funt Will Retire
After 36 Yrs. Service
With New York State
INDUSTRY—Jesse Funt, steward at the State Agricultural and Industries School since 1943, has announced his retirement, effective March 7, after 36 years in State service.

Punt is considered the dean of institution stewards in New York State. The State Department of Social Service, having joined the staff at Industry following 11 years in the business office at the State School for Boys at Warwick. Mr. and Mrs. Funt will reside in Rochester following his retirement.

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CIVIL SERVICE LEADER
Page Fifeteen

Three Nassau Units of CSEA Receive Exclusive Contracts
MONTCLAAR—Three more exclusive recognition agreements have been won by units of the Nassau chapter, the Nassau Service Employees Assn. The Merrick School District unit won recognition for the custodial and secretarial sections and is now negotiating a written contract. Temporary officers include James Dolan as head of the secretarial division and Mrs. Dorothy Stoffler for the clerical workers.

The New-York Times
Hawaii Tour
Offered First Time
An all-Hawaii tour is being offered for the first time to members of the Civil Service Employers Assn. and their immediate offices and the tour will include several features available only to CSEA participants.

The 16-day tour will leave New York on April 8 and return there on April 23. The price of only $1135 a person on April 8 and return there to New York. 11717—telephone (616) 243-8476

Ohio State University
Jesse Funt Will Retire
Amer 36 Yrs. Service
CSEA, Officials Discuss Promotion Opportunities In Social Service Dept.

(ALBANY) — CSEA and Parks Chapter officials had an enjoyable evening recently at a meeting between CSEA chapter presidents and top officials of the Department of Social Services.

During the meeting, Parks Chapter President Louis Colby gave a presentation on promotion opportunities in the Social Service Department. He highlighted the roles of various positions, such as social workers, case managers, and administrative assistants. Colby emphasized the importance of continuous professional development and encouraged members to seek out opportunities for advancement.

The meeting also served as a forum for discussing current issues and concerns within the Social Service Department. Members shared insights on how to improve service delivery and enhance the well-being of clients. The group agreed on the need for greater collaboration between different sections to achieve more efficient and effective outcomes.

The evening concluded with a question-and-answer session, where members had the chance to ask questions and express their thoughts on various topics. Overall, the meeting was considered a success, with participants expressing a strong sense of unity and commitment to advancing their careers within the Social Service Department.